G.R.S. IX 51

Previous references.

CB. 98-181-1to

1923-4 (CB)

File No. 210/23

Serial Nos. 1 1

Later references.

CFS. 210-23-849.

G.I 23.25.53, 59 & 94

S&A 289-26-2

CB. 41-9-3

CO Disp Rec. 45-735-36

GENERAL AND REVENUE SECRETARIAT.

S&A 157-27 (3-4)

P&T 211-38 (144)

Pol 188-39 (1-2)

GF 7-40 (2 4 5)

Pol 24-44-4-2 Serial Nos. 1

Pol 162-44 (1-3

GF 187-46 (1-2)

GF 87-47) 1-5

Part B for Oct. 1924

SUBJECT

Revision of rules relating to Imperial Civil Service & creation a non-Civil Service Cadre of Gazetted appointments.

To The Heads of Departments
The Secretaries to Government
The Deputy Commissioners &c &c

No 757-807 Dy 22/9/24

Issues revised rules regarding Imperial Civil Service & creation of a non Civil Service Cadre of Gazetted appointments for certain Departments

special

(For Disposal at a Meeting)

No. C. 282

of 1923-4

GENERAL AND REVENUE SECRETARIAT.

Council Matter.

SUBJECT.

(Clause xii of the Schedule)

Note on the Reorganization of the Civil Service.

CIRCULATED TO THE MEMBERS OF COUNCIL.

By Order,

Chief Secretary to Government.

16th January 1924

Extraordinary Member of Council.

First Member of Council.

Second Member of Council.

Third Member of Council.

Tuesday 5th 6/30 Am Devas).

REPLY.

(To be written on this margin.)

Office of the Dewan of Mysore.

NOTE.

Dated..... ... .192 .

Total no. in existing cadre is saved for Mrs

Heads of Offices to keep a copy of the statement

Total no of Officers in the Service

3. Bring up back all papers circulated in regard to the proposal of Mrs Heads of Offices in each Dept:-

eg Survey. Police Excise Forest Secretariat.

~~Also heads of~~ refer to last case

Put up before member Dept under the portfolio

Submit separately for each Dept. to be finally worked up in a general scheme

4. To decide whether (1) a fixed no for the service (2) holding appointments &c.

(3). recruitment non combatants
men to the different
posts - record for them
thereby prospects

42
1.9

No. 354 C.B. 1179.

REPLY.

(To be written on this margin)

Office of the Dewan of Mysore.

NOTE.

Dated....5th January.....1924.

The question of the re-organisation of the Mysore Civil Service ~~Kadir~~ Cadre should be taken up without delay and brought up at an early meeting of the Council. I should like to have a note with the draft Government order already in the file brought up to date and submitted to me not later - than the 15th January next.

To The Chief Secretary with compliments.

Note may be submitted this evening by F.I.M.

File Sent.

7/1/24 Note prepared in accordance with instructions received & submitted.

Draft Govt. Order may be sent. Note & file sent herewith. Case may be submitted to Hon'ble Minister for orders.

16/1

15/1

N O T E

ON THE REORGANIZATION OF THE CIVIL SERVICE.

....

The Government Order sanctioning an improvement of the pay of the junior members of the Civil Service as well as of Munsiffs and Sub Judges with effect from the year 1923-24 was issued in July 1923 and orders have since issued regarding the pay of each Assistant Commissioner, Munsiff and Sub Judge in the new scale. The questions relating to the strength of cadre, recruitment, transfer from one department to another, promotion of members of the subordinate service to posts now regarded as Civil Service which have been reserved for further examination (vide para 6 of the Dewan's Submission Note dated 20th June 1923) have now to be disposed of. These questions were dealt with at great length in the draft order approved in Council on the 26th June 1919 and were also partially discussed in Council on the 21st February 1923.

STRENGTH OF CADRE.

2. Leaving out of consideration the posts of Deputy Commissioners and higher appointments the Civil Service consists of a certain number of appointments of Assistant Commissioners - distributed between the Revenue, Excise, Survey, Police and Accounts Departments and the General & Revenue Secretariat and certain special appointments. The latest order fixing the cadre of Assistant Commissioners in the Civil Service is dated 21st March 1922. - -

According to this order, the permanent sanctioned cadre consists of 76 officers, viz.,

General & Revenue Secretariat ...			8
Revenue Department-			
Sub Division Officers ...	17		
Personal Assistants to Deputy Commissioners ...	2		
Treasury Assistant Commissioners ...	7		
Assistants to the Revenue Commissioner ...	2		
		--	28
Excise Department			3
Survey & Settlement Department ...			5
Police Department			10
Judicial Department (Magistrates)			10
(Note- Four places not to be filled up till the scheme of judicial separation is fully introduced.)			
Accounts Department			5
Special appointments-			
Chief Officers of Bangalore & Mysore City Municipalities	2		
Assistant Secretaries to H.H. the Maharaja	2		
Special Income-tax Officer for Bangalore and Mysore Cities	1	--	5
Officers in reserve			2
Total.....			76

3. Since then, there have been certain changes. The following reductions have been made:-

Secretariat (including one Assistant Secretary with the Dewan)		2
Revenue Department-		
Sub Division Officer		1
Assistant to the Revenue Commissioner 1-1	nil	
(This post was abolished, but has again been revived temporarily. As it is unlikely that the Revenue & Muzrai Commissioner could do with less than two Assistants, it is assumed in this note that the Civil Service cadre includes two posts of Assistants to the Revenue Commissioner.)		
Excise Department		1
Special appointments-		
Assistant Secretary to His Highness	1	
Special Income-tax Officer	1	
Chief Officer, Bangalore City Municipality ...	1	
	--	3

(Note- Except in the case of Special Income-tax officer, there are no specific orders abolishing these appointments, but the abolition follows from the orders passed regarding the particular posts.)

4. The strength of the cadre at present is therefore as follows:-

Secretariat		6
Revenue Department-		
Sub Division Officers ...	16	
Personal Assistants to the Deputy Commissioners ...	2	
Treasury Asst.Commissioners	7	
Assistants to the Revenue Commissioner	2	
	--	27
Excise Department		2
Survey & Settlement Department ...		5
Police Department		10

Judicial Department	...	...	10
(This does not take into consideration the recent changes made in the scheme of Special Magistrates)			
Accounts Department	...	...	5
Special appointments	...	...	2
Reserve	...	...	2
		Total..	69

General & Revenue Secretariat.

5. The total number of appointments is 8 of which two are reserved for Superintendents of the Secretariat to be promoted. In order to afford reasonable scope for promotion and an incentive for good work to the subordinate staff of the Secretariat, it is necessary to continue the existing arrangement of reserving two places of Assistant Secretaries (or Asst. Secretary and Registrar) to the Secretariat staff. The number of Civil Service posts in the Secretariat is therefore 6.

(In this connection it may be mentioned that for some time past, the post of Asst. Secretary, Protection Branch, has been filled by an officer taken from the Munsiff's grade, although there has been no modification of the orders under which the post is classed as a Civil Service appointment. The question of reserving one of the places of Assistant Secretaries might be considered in this connection, but in view of the appointment of an officer of the Judicial Department as Secretary to Government, Local & Legislative Departments, there appears to be no longer the necessity to take this up. The number of

Officers of the Munsiff's grade

Civil Service posts in the Secretariat might therefore continue as 6.)

Revenue Department.

6. The sanctioned scale of appointments including the post of second Assistant to the Revenue Commissioner (of the abolition of - which there is no likelihood) is 27. In the draft order prepared in June 1919, when there were 33 in the Revenue Department, it was proposed that 8 should be treated as non-civil service posts to be filled up by promotion of Amildars who would not be called Assistant - Commissioners or included in the Civil Service cadre, but who would do the same class of work and draw the same pay as Assistant Commissioners in the Civil Service. It was also proposed to reserve for these officers one post of senior Sub Division Officer carrying the pay of Senior Assistant Commissioner. In view of the reduction of the scale of Assistant Commissioners in the Revenue Department from 33 to 27, the number of non-civil service posts has, in accordance with the Council instructions of 21st February 1923 to be reduced to 7. This will give 20 Civil Service posts.

Query. Should these be regarded as non-civil Service posts? Ken

Excise Department.

7. With the recent reductions in this Department, the number of sanctioned posts is 4, including one Headquarter Assistant to the Excise Commissioner. There are two posts of District Excise Officers held by men promoted in the Department. As it is the policy of the Government to abolish the posts of - -

District Excise Officers as the scheme of judicial separation is introduced into the remaining three districts and entrust the work to the Revenue Sub Division officers, there will ultimately be no District Excise Officers and there will be only one appointment of Headquarter Assistant to the Excise Commissioner. This will have to continue as a Civil Service post. At the same time, in order to provide an opening for the members of the subordinate executive staff of the Excise Department, it will be necessary to continue two gazetted non-civil service posts in the Department and for this purpose it may be necessary to create two special appointments for special areas like the Bangalore City and Kolar Gold Fields. Meantime, so long as the existing organization continues, two posts in the Excise Department may be treated as Civil Service posts (to be ultimately reduced to one) and two as non-civil service ones.

Survey & Settlement Department.

9 Under the orders hitherto existing, the number of Assistant Superintendent's appointments is 5 plus 1 temporary, and all Assistant Superintendents are included in the Civil Service cadre. There are also Sub Assistant Superintendents, 2 permanent and 2 temporary, besides an Office Assistant. Recently, owing to reduction of work in the Department, one of the civilian Assistant Superintendents has retired, his place not being filled up, and another has been sent back to the Revenue Department. One Sub -

Sub Assistant Superintendent has been appointed Office Assistant and one other (Mr.C.Rajagopal) has no place there. It may therefore be taken that the number of appointments now required for the Department exclusive of Office Assistant is only 6. The Office Assistant's place is held by one of the Sub Assistant Superintendents and the charge of the Headquarter Records office is held by an officer who has been given the rank and status of an Assistant Commissioner. One officer is Settlement Officer and the other four are in charge of - Field establishments. Under the existing circumstances, the total number of officers of the Department (exclusive of the Superintendent and Deputy Superintendent) may be fixed at 7, and of these 6 may be regarded as posts of Assistant Superintendents and one (that of Office Assistant) as a Sub Assistant Superintendent's place. Of the 6 Assistant Superintendent's places, 3 may be held by civilians and 3 by men promoted in the Department.
(In the original draft order also it was proposed that there should be 6 Assistant Superintendent's appointments of which 3 should be held by civilians and 3 by men promoted in the Department.) With the present personnel, Messrs. Vyasa Rao, R. Narasimha Iyengar and Muddukrishnappa may be treated as holding - Civil Service posts and Messrs. Sheik Abdulla and two Sub Assistant Superintendents to be promoted will hold the non-civil service posts On Mr. Sheik Abdulla's retirement, one more

Sub Assistant Superintendent can be promoted and his place taken up by an officer to be newly appointed to that grade.

Police Department.

9. Exclusive of the Superintendent of Police, Kolar Gold Fields, there are 10 officers of the Civil Service grade in this Department. In the original draft order it was proposed that out of 12 appointments existing, 5 should be Civil Service ones and 7 non-civil service ones. According to the Council instructions of 21st February 1923, of the 10 posts now existing, 5 are to be Civil Service ones and 5 non-civil service ones. Having regard to the necessity for keeping up the tone of the Department at a high standard and to the close connection between Police work on the one hand and the general and magisterial work on the other, and also to the fact that the subordinate officers of the Police Department have now a large number of Assistant Superintendent's posts also to look forward to (there are 7 Assistant Superintendent's posts now, as against only one permanent and two temporary in June 1919)- it is considered inexpedient to fix the number of Civil Service Superintendents at less than 6.

10. The First Member has referred to the necessity of giving an year's training to civilians posted to the Police Department, before they are put in charge of Superintendent's duties. This can best be accomplished by reserving one of the Assistant Superintendent's places to a junior civilian who may be

placed in subordinate charge as Assistant Superintendent for one year, but continuing to draw his Civil Service pay. The total number of Civil Service appointments in the Police Department will accordingly be 7 (6 Superintendents and one Assistant Superintendent) The number of non-civil service appointments will be 4 (Superintendents) plus six (Assistant Superintendents). Recruitment to the non-civil service posts may be either by promotion from among the Inspectors or by appointment of men recruited directly for the Police Department as Probationers.

Accounts Department.

11. In regard to the Accounts Department, the proposals in the original draft were as follows:-

"Three appointments of Assistant - Comptrollers are now open to Accountants of the Comptroller's office. This number will be increased to four. One post of Deputy Comptroller will also be open for them. The remaining four appointments of Assistant - Comptrollers will be reserved for the Civil Service.

12. There has been no change in the cadre of the Accounts Department and the decision to distribute the 8 appointments between Civil Service and non-civil service Assistant - - Comptrollers in equal proportions may perhaps stand but it is a point for consideration whether it would not be better to reserve most of the posts of Assistant Comptrollers

to subordinate officers of the Department, and men recruited directly for the Department, only a very small number of posts (perhaps ~~two~~ Three) being reserved for the Civil Service. Past experience shows that the amalgamation of the Accounts Department with the general Civil Service has not worked satisfactorily in practice. Civilians recruited for the general civil service fight shy of the - - Accounts Department, as they fear they might lose their chances of advancement in the general line. The number of higher appointments (above the grade of Assistant Commissioners) available in the Department is only three, and vacancies must necessarily be few and far between. The Department requires special training for about two years, and just when an officer begins to be useful in the Department, it becomes nearly time for him to go back to the general line, necessitating another set of officers being trained. The Department is large enough to be made a separate and self-contained one, for, in addition to the 8 posts in the Comptroller's office, there are Accounts Assistant's places in the Military Department, Electrical Department etc. If this view is accepted, the question of reorganisation of the - - Accounts Department and rules of recruitment will have to be separately considered, but as far as the question of the Civil Service is concerned, it may be decided that only 3 places in the Accounts Department will be reserved for the Civil Service. The posts

of Deputy Comptroller and Auditor will in this case be open but not reserved for officers of the Civil Service.

Judicial Department.

13. As regards the Judicial Department, the original draft order was as follows:-

"The Civil Branch of the Judicial Department will be rendered self-contained and there will in future be no exchange of officers between the Executive and Judicial Departments. Rule XIV (3) of the present - Civil Service Rules (Vide G.O. No. G.3528-75/ G.M. 232-12-1 dated the 16th January 1913) will therefore be cancelled. It will however be open to Government to post one member of the Civil Service at a time, who is a - - graduate in Law, for training as a Munsiff for a period of two years. Government also reserve to themselves the power of nominating a member of the Civil Service to one of the appointments of Sub Judges and District - Judges to which he may be qualified by education and training. In the Magisterial - Branch however, 50 per cent of the posts of first and second Class magistrates will be reserved for the Civil Service. An Assistant Commissioner posted as Special Magistrate will draw the pay of his own grade and not that fixed for Special Magistrates."

14. As far as the Civil Judicial appointments are concered, it may be noted that - Rule XIV (3) of the Mysore Civil Service Rules of January 1913 which laid down that

vacancies in the Sub Judge's grade shall be filled by a member of the Civil Service and a Munsiff alternately, has already been abrogated. In accordance with the proposal contained in the above extract, one post in the Civil Judicial Department may now be added to the cadre of the Civil Service, one officer of this service at a time being posted for duty as Munsiff for a period of two years. The reservation to Government of the right to post an officer of the Civil Service as - - District Judge or Sub Judge is a great desideratum, if some of the highest judicial appointments are to be manned by men possessing a wider outlook than those whose service is confined to the Civil Judicial Department.

15. The question of the magisterial branch presents considerable difficulties in view of the facts (1) that the scheme of separation of judicial and executive functions has not been introduced into all the districts of the State, and (2) that it has now been decided to have three grades of Magistrates, one corresponding to that of Senior Assistant Commissioner, the second to Assistant Commissioners and the third, being a lower grade corresponding more or less with that of Amildars.

16. It has been decided that there should be eight officers in the first grade on - - Rs.500-50-600; nine in the second grade on Rs.250-25-450 and twelve in the third grade on Rs.150-25/2-250. In the first grade four

places may properly be reserved to Senior Assistant Commissioners, viz., the City Magistrateships of Bangalore and Mysore and the Special Magistrateship of Kolar Gold Fields, and one post of first grade Magistrate in any other district headquarter station. There will be 21 other places and it is no longer possible to reserve half the number of these places for Assistant Commissioners as originally proposed. At the same time sufficient provision should be made for the training of junior members of the Civil Service in magisterial work. Assuming that each officer is kept on for 2½ to 3 years, it is necessary that at least 4 places should be reserved. It is therefore suggested that four places in the second grade and none in the third grade be reserved for the Civil Service. (The scheme of separation having yet to be introduced into three districts, the total number of appointments at present is only 19 of whom seven are in the first grade and the remaining 12 places are made up of second and third grade Magistrates. There are already 9 officers in the present second grade, including four Assistant Commissioners. As it has been decided to withdraw Mr. Puttaraj Urs to the general line and to confirm Mr. Seetharamiah as a Special Magistrate (third grade), the position at the moment will be that there will be 3 Assistant Commissioners and 6 others in the second grade and 3 in the third grade. The number of Assistant Commissioners in the

first grade will have to continue at 4 as at present.) On the whole then, the number of Civil Service posts in the magisterial line at present may be fixed at 4 in the first grade and 3 in the second grade and when the scheme is fully introduced, at 4 in the first grade and 4 in the second grade

Income-tax.

17. One appointment of Income-tax Assistant Commissioner has been recently created. It is suggested for consideration that this appointment should be reserved for officers of the Department so as to afford an incentive to good and honest work to the Inspectors and Accountants of the Department. The post of Deputy Commissioner of Income-tax will have to be reserved for Civilians and this need not present any difficulty as Sub - Division Officers in Districts will have received the necessary training in Income-tax work in their respective charges, and one of these could be selected for the Deputy Commissioner's post when a vacancy arises.

Co-operation.

18. In the First Member's note on the reorganization of the Co-operative Department, it was proposed that of the four Assistant Registrars, two should be Civilians and two promoted from the Department. This seems to be a very necessary measure. (There are 3 non-civil service Assistant Registrars now and all these are comparatively young, and it is desirable to transfer one of these to another appointment, unless one of the three

non-civil service Assistant Registrars is considered fit for the Civil Service.)

Other appointments.

19 The remaining appointments hitherto held by Assistant Commissioners are, one Assistant Secretary to His Highness, one Civil Officer and two Chief Officers of Municipalities. The Civil Officer's post has been abolished and as a Municipal Commissioner has been appointed for Bangalore, the post of Chief Officer of Bangalore must be regarded as abolished. The post of Chief Officer, Mysore, reamins and although it is now filled up by an acting - Assistant Commissioner, it may be regarded as a non-civil service appointment open to the Amildars. The place of Assistant Secretary to His Highness (now Assistant Private Secretary) may continue as Civil Service appointment.

Special appointments. 20. There are next a number of special appointments which, although not strictly Civil Service appointments, are held and are always likely to be held, by Civil Service officers. At present these lead to sub pro tem, acting and provisionally permanent vacancies in the Civil Service. The officers holding special appointments not being permanently removed from the cadre of the Civil Service a number of acting, etc., appointments continue indefinitely, involving much hardship to the acting incumbents who cannot be confirmed and do not get their legitimate increments. One remedy would be to provide an extra number of posts in the Civil Service to meet these demands of other departments; but as this is likely to be misinterpreted as an increase in the number of Assistant Commissioners, (although there will be no real increase either in number or in financial cost), the better course seems to be to list the appointments to be ordinarily held by civilians in other Departments and in industrial concerns, and under Art. 60 of the M.S.R. to suspend the lien of the civilian officer holding such appointments in the general cadre, (print their names in italics, without numbering them) and make provisional appointments against them to the Civil Service officers thus appointed provisionally being to all intents and purposes treated as pukka civilians and entitled to increments and all other benefits of the Civil Service. The appointments that may be included in this list

are the following:-

1. Government Director, Iron Works,
2. Superintendent, Sandal Oil Factories,
3. Superintendent of Sericulture,
4. Superintendent of Central Jail,
5. Municipal Commissioner, Bangalore,
6. Private Secretary to Dewan,
7. Auditor, Mysore Railways,
8. Personal Assistant, Chief Commandant,

9

Reserve.

21. If the above proposals are approved the number of Civil Service posts in the several departments will be as follows:-

Revenue,	...	...	20
Secretariat,	...	...	6
Excise,	...	...	2
Survey,	...	...	(ultimately 1
Police,	...	...	3
Accounts,	...	...	7
Judicial (Civil)	...	...	3
			1 (Munsiff)
(Magisterial)	I grade	...	4
	II grade	...	3 (ultimately 4)
Incometax,	...	...	nil
Co-operation,	...	...	2
Chief Officer,	...	...	nil
Asstt. Private Secretary to His Highness,			1
		Total...	52

22. The question of a reserve has now to be considered. At present a reserve of two officers is provided for temporary posts, deputations and leave. This is altogether inadequate. In the original draft order it was proposed to have a reserve of 15 per cent. Mr. Datta in his proposals for the reorganisation of the Forest Department said that "the reservists should usually be 8 per cent of the total number", (although assuming that every fourth vacancy would be filled up by promotion from the lower ranks, only 6 per cent was actually added for reserve). In view of the favourable leave rules (as regards furlough on average salary) it is safe to assume that a reserve of at least 10 per cent would be required. This will

give 5 additional posts, making a total of 57 Civil Service posts of Assistant Commissioners. Of these 9 may be Senior Assistant Commissioners as at present.

HIGHER APPOINTMENTS INCLUDED IN THE CIVIL SERVICE CADRE.

23. The existing Civil Service rules refer to higher appointments open to the members of the Civil Service, but do not make it sufficiently clear what should be regarded as the higher appointments to be included in the cadre of Civil Service. The following higher posts have been declared to be open to Assistant Commissioners:-

Three Secretaries to Government,
Eight Deputy Commissioners, and
Three District Judges.

Of the Secretaries to Government one post is at present manned by an officer of the Judicial Department not belonging to the Civil Service, and District Judges have now come to be regarded as not being members of the Civil Service.

24. The appointments of Chief Secretary and Rev. Secretary are held by officers of the Deputy Commissioner's grade, but the cadre of Deputy Commissioners has not been raised so as to include these officers. The result has been that two officers always remain as acting in the Deputy Commissioners' grade necessitating similar acting arrangements among the Assistant Commissioners and the lower grades. As it is unlikely that any officers other than those of the grade of Deputy Commissioners will be selected for these posts, it is desirable to make two additions to the - - cadre of Deputy Commissioners on account of these posts. (As the Chief Secretary to Govt. will be a senior officer of the Deputy Commissioners' grade, if it is considered unnecessary to treat

the post as a tenure appointment, it will be sufficient to add one appointment to the cadre of Deputy Commissioners, on account of the Revenue Secretary, the Chief Secretary's appointment being regarded as a separate appointment in the Civil Service cadre.) The present cadre of Deputy Commissioners is eight and is distributed among the three classes as follows:-

I class	...	3
II class	...	3
III class	...	2

If the strength is fixed at 9 inclusive of Rev. Secretary, the distribution may be as follows:-

I class	...	3
II class	...	3
III class	...	3

If the strength is fixed at 10 inclusive of Rev. Secretary and Chief Secretary, the distribution may be as follows:-

I class	...	3
II class	...	4
III class	...	3

15. It may now be definitely laid down that the following appointments will always be reserved to the Civil Service and treated as belonging to the Civil Service ~~x~~ cadre:-

Revenue Commissioner,
Excise Commissioner,
Inspector General of Police,
Chief Secretary to Government,
Comptroller, Mysore Government,
Superintendent, Revenue Survey,
Nine Dy.Commrs. including Rev. Secretary,
One Deputy Commr. of Incometax,
One District Judge.

16. In addition, it is necessary that some of the higher administrative posts in certain special departments should always be manned by the officers of the Civil Service:- e.g.,

Director of Industries and Commerce,
Registrar of Co-operative Societies,
One officer of the Education Department,
(either the I.G. of Edn., or if he is a technical

the post as a tenure appointment, it will be sufficient to add one appointment to the cadre of Deputy Commissioners, on account of the Revenue Secretary, the Chief Secretary's appointment being regarded as a separate appointment in the Civil Service cadre.) The present cadre of Deputy Commissioners is eight and is distributed among the three classes as follows:-

I class	...	3
II class	...	3
III class	...	2

If the strength is fixed at 9 inclusive of Rev. Secretary, the distribution may be as follows:-

I class	...	3
II class	...	3
III class	...	3

If the strength is fixed at 10 inclusive of Rev. Secretary and Chief Secretary, the distribution may be as follows:-

I class	...	3
II class	...	4
III class	...	3

15. It may now be definitely laid down that the following appointments will always be reserved to the Civil Service and treated as belonging to the Civil Service cadre:-

Revenue Commissioner,
Excise Commissioner,
Inspector General of Police,
Chief Secretary to Government,
Comptroller, Mysore Government,
Superintendent, Revenue Survey,
Nine Dy.Commrs. including Rev. Secretary,
One Deputy Commr. of Incometax,
One District Judge.

16. In addition, it is necessary that some of the higher administrative posts in certain special departments should always be manned by the officers of the Civil Service:- e.g.,

Director of Industries and Commerce,
Registrar of Co-operative Societies,
One officer of the Education Department,
(either the I.G. of Edn., or if he is a technical

officer, one D.I.G. or Circle Inspector).
Personal Assistant to the Dr. of Agriculture.

27 The total Civil service cadre will thus consist of the following officers:-

Heads of Principal Departments.

Revenue Commissioner,
Excise Commissioner,
Inspector General of Police,
Chief Secretary to Government,

Heads of special Departments.

Comptroller, Mysore Government,
Superintendent, Revenue Survey,
Director of Industries & Commerce,
Registrar of Co-operative Societies,

Nine Deputy Commissioners including Revenue Secy.

One Deputy Commissioner of Incometax,

One District Judge, (In the alternative, Govt. may appointment a subordinate Judge)

Nine Senior Assistant Commissioners on Rs.500-50-600

Fortyeight Asstt. Commrs. on Rs. 250-25-450.

one Post of the Education Dept
Personal Asst to Dir of Agriculture.

NON-CIVIL SERVICE POSTS.

28. Under the above scheme, the following appointments hitherto regarded as Asstt. Commissioners' charges or of equivalent status will become non-Civil Service posts to be manned by men promoted or directly recruited to the particular departments:-

Revenue		...	7
Secretariat,		...	2
Excise,		...	2
Survey,		...	3
Police,		...	4
Accounts,		...	5
Magisterial,	1st grade,	...	4
	2nd grade,	...	6
	3rd grade,	...	12
Incometax,		...	1
Co-operation,		...	2
Chief Officer, Mysore,		...	

29. The questions that arise for decision are (i) the pay and prospects of these officers, and (ii) their recruitment. The pay must partly depend on the salary of the subordinate ranks of the particular department. For example in the Revenue Dept. the Amildars go up to Rs.250 and consequently an

Amildar promoted to a non-Civil Service post in the Revenue Department must be given not less than Rs. 250 to start with. The case may however be different in the Excise, Incometax and Co-operative Departments where the maximum pay of the members of the subordinate staff is Rs.150. It is for consideration whether in the case of the officers of the last three Deptts. the pay may not be fixed at Rs. 200-20-400. (This will not apply to men already confirmed on higher rates of pay). In all the other cases, it seems reasonable to fix the pay at the same scale as Asstt. Commissioners, viz., Rs.250-25-450. As regards their further prospects, there is no difficulty as far as the Survey and Accounts Deptts. are concerned as there are higher appointments of Deputy Supdt. and Deputy Comptroller to which these officers can aspire. As regards other departments, it was proposed in the original draft order to have one place of Senior Sub Division Officer for the officers in the Revenue Dept. and one place of Senior Supdt. for the Police Dept. on the same scale of pay as Senior Asstt. Commissioners of the Civil Service. As the number of non-Civil Service officers is small and it may happen that all of them at any time are drawing comparatively low pay in the grade, it will be necessary to lay down that they will be eligible for the higher grade only after they have reached the maximum in the grade Rs.250-25-450. It is difficult to suggest what higher prospects can be held out to the holders of non-Civil Service posts in the Secretariat, and in the Excise, Incometax and Co-operative Depts. and to the Chief Officer, Mysore. Individual cases will have to be dealt with as they arise on the -

merits. As regards recruitment of officers to these non-Civil Service posts, it is sufficient here to lay down that (i) this will ordinarily be by selection on the ground of merit, (ii) that in some departments, e.g., Accounts, Survey, Police and Co-operation, men may be recruited direct to fill these posts after a period of probation and training, and (iii) that officers promoted to these appointments should not have to pass all the examinations prescribed for Asstt. Commissioners of the Civil Service, but should be required to pass only the tests prescribed as necessary for the particular deptts. The examinations to be passed by non-Civil Service gazetted officers of the several departments may be laid down as below:-

Revenue	Revenue Higher, Criminal Higher, Accounts Lower,
Secretariat, ...	Revenue Higher, Accounts Lower,
Excise, ...	Revenue Higher, Criminal Higher, Accounts Lower,
Survey	Revenue Higher, Accounts Lower,
Police, ...	Revenue Higher, Criminal Higher,
Accounts, ...	Accounts Higher, Govt.of India Examn. for Enrolled officers
Incometax, ...	Revenue Higher, Accounts Lower,
Co-operation, ...	Revenue Higher, Accounts Lower,

30. The question of the recruitment and prospects of the non-Civil Service officers in the magisterial line may be separately dealt with.

RECRUITMENT TO THE CIVIL SERVICE.

31. The existing methods of recruitment are (i) competition, (ii) nomination and (iii) promotion from

the subordinate grades. As there will be liberal prospects for the subordinates of each department, there is no longer the necessity to continue the promotion to the Civil Service from the subordinate ranks. Amildars besides being eligible for the 7 non-Civil Service posts in the Revenue Dept., and the post of the Chief Officer of the Mysore City Municipality, will also be eligible to hold any other similar appointment like that of the Land Acquisition Officer, etc., that may be created from time to time in the exigencies of the administration. It may also be laid down that whenever a temporary vacancy occurs in the Civil Service owing to insufficiency of the reserve, additional appointments outside the Civil Service may be made against such vacancy. No such appointment will be made when any member of the reserve is available. The ordinary methods of recruitment will thus be (i) competition and (ii) nomination In regard to competition, the existing rule is that the examination would be limited to qualified men who are Mysoreans by birth or domicile. In the original draft it was proposed that in addition to - - these, candidates who have taken the degree of Bachelor of Arts, Science or Commerce in the Mysore University may be admitted to the examination even tho' they may not be Mysoreans by birth or domicile. As our University cannot fully meet the demands of local students for admission, it is unlikely that any non-Mysoreans will be admitted to our Colleges, and with the large number of graduates belonging to the country who are without suitable employment, it seei unnecessary and inexpedient to admit any non-Mysoreans to the Civil Service Examination.

Query may not Amildars be appointed to Civil Service posts?

32. As regards nomination, the existing system of nomination may continue and be employed for the pur-

purpose of maintaining the representative character of the Civil Service.

33 ~~19~~. No modifications are necessary in the existing rules regarding the training of Civil Service officers during the period of their probation. As regards the examinations to be passed by them however, the following changes may be made:-

> No Assistant Commissioner will be confirmed until he has passed Revenue Higher, Criminal Higher and Accounts Lower tests, and every Assistant Commissioner in the Civil Service - - should also pass Civil Parts I and II and the Registration examinations before he is given his first increment.

INTER CHANGE OF OFFICERS BETWEEN DEPARTMENTS.

34. As the Civil Service will continue to furnish officers required for other departments like Police, Accounts, etc., it becomes necessary to lay down some rules regulating their appointments in those departments. On the one hand, it is necessary to avoid premature specialisation and on the other, it is desirable that officers posted to special departments should be kept there sufficiently long to pick up experience and be of real use though not so long as to render inconvenient their retransfer to the general line. As a rule therefore, no Assistant Commissioner will, in future, be posted to a special department until he has put in 5 years service in the general line including the period of probation, and none so posted will ordinarily be kept there, that is, in the special department for more than 5 years. Every Assistant Commissioner will, as far as possible, be posted as 2nd Grade Magistrate for 2½ to 3 years.

Schedules A & B.

35 ~~21~~. There will no longer be the need to maintain two separate lists of Assistant Commissioners, as

they will all be appointed either by competition or by nomination, and there will be none promoted from the subordinate ranks to the Civil Service appointments. The A and B schedules will accordingly be absorbed into one list. There - - should no longer be a class of officers styled as those "given the rank and status of Assistant Commissioners". These should be absorbed by the respective departments in the non-Civil Service gazetted posts.

ALLOCATION.

36. According to the proposals in the above paragraphs, the total number of Civil Service Asstt. Commissioners' appointments will be 57. There are however 68 permanent and 8 provisionally permanent Asstt. Commissioners at present. On the confirmation of Messrs. C.S. Balasundaram Iyer, P.F. Bowring, A. Subramanya Iyer, P.G.D'Souza and D.Srinivasiengar, in their present appointments, five of the senior Asstt. Commissioners will have been otherwise provided for, thus reducing the total number of permanent and provisionally permanent Asstt. Commissioners to 71. The addition of the post of Chief Secretary, Rev. Secretary and Deputy Commissioner of Incometax to the Civil Service cadre will release three more places. The total number of persons to be provided for in the Asstt. Commissioners' cadre will accordingly be 68. The number of appointments is 57. To this may be added the 8 posts in other departments listed as posts to be ordinarily held by the Civil Service. This will provide for 65. There are besides non-Civil Service - - posts in the Police, Revenue and other departments to which some of the provisionally perma-

permanent Assistant Commissioners can be allocated
There will thus be no serious difficulty in allo-
cating the officers now holding Assistant Commis-
sioners posts under the new scheme.

ku
15/1/22

Civil Service Reorganisation

Notes of discussion at Council

5/12/24.

Mr Jowett explained that
the C.S. Commissioners
consider the
administrative
work of the Dept
above the grade of
Assistant Secretary
& accountancy &
has made this
depend on the purpose
having civil servants
with experience in
the administration, the
recruitment by [illegible] by
competitive examination
which [illegible]
[illegible] practice rarely
[illegible]

requiring reserve
in the Dept and not
least to which men

x or allocation

for the ranks not eligible
for the civil service may be
filled without the sanction
that prescribed by the C.S.
for the ranks in this
Dept will not be
necessary. —

The Secy proposes superior gazetted
appointments in all depts
of the subordinate ranks
was carried, agreed to —
Each dept having power
to fill the vacancies

Lu
5/2/24

Notes of discussion of 12. 2. 24.

~~The following appointments~~
Further discussed.
Members were requested to
submit indicate their
views & suggestions on the
note already circulated, after
which a draft G.O. would be
prepared which Secretaries

Subject-

Note on the reorganisation of the Civil Service.

- - - - -

Notes of discussion in Council on 12th Feb.1924.

....

"Further discussed. Members were requested to kindly indicate their remarks and suggestions on the note already circulated, after which a draft - Government Order will be prepared under the Dewan's instructions."

- - -

K. V. SRINIVASIENGAR,
MEMBER OF COUNCIL

GOVERNMENT OF MYSORE

PUBLIC OFFICES,

Bangalore, 13th Feb. 1924

Dear Mr Dalal

I herewith enclose a note embodying my views on the proposals for the reorganization of the Civil Service now under the consideration of the Council.

I am sure you will be pleased to receive my views.

Yours sincerely,

My views on the re-organisation of the Civil Service generally are contained in the Note furnished by me to Sir P. Chetwood's Committee in 1919. I now record briefly my opinion with reference to the proposals contained in the Chief Secretary's Note now before the Council.

Recruitment to the Civil Service (Para 31 of Chief Secretary's Note).

At present the Civil Service is recruited by (1) competition, (2) nomination and (3) promotion from subordinate ranks. It is now proposed to do away with the third method -promotion from subordinate ranks- and confine recruitment to the Civil Service only by competition and nomination. I have no objection to it provided that by nomination is meant not only nomination of fresh recruits but also of deserving men from among Anglians and other subordinate officers in the service employed. Considering that we are appointing brilliant and distinguished graduates to these subordinate offices under the scheme of Reforms Probationers, it will be unfair to these persons as also most prejudicial to the best interests of the State to keep these men out of the Civil Service and confine appointments thereto by nomination only of new and raw recruits.

I would moreover further and make it a rule that out of the total number of vacancies being filled up by nomination of deserving men from subordinate ranks of the service (particularly the Subordinate Service) and not more than 50, recruited by competition or direct recruitment of fresh candidates)

Nomination to the Civil Service of men in subordinate ranks may be confined only to graduates subject to an age limit which I think may be fixed at 35.

here persons who have put in a service of not less than 5 years as Assistant and are drawing pay of 200/- and above are nominated to the Civil Service the period of probation may be dispensed with and they may be appointed straight away as Assistant Commissioners of the last grade.

II. Non-Civil Service Cadre in the Revenue Department.
(para 6 of the Chief Secretary's Note)

I have no objection to the reservation as proposed in para 6 of the Chief Secretary's Note of a certain number of appointments ~~xxxxxxxxxxxx~~ in the Revenue Department for subordinate officers of the Department who, by reason of their age or/their not ~~passing~~ possessing the prescribed educational qualifications are not considered eligible to be nominated to the Civil Service. This number may be fixed at 7 as proposed by the Chief Secretary As suggested by me in my Note of 1919 these officers should, however, not be designated as Assistant Commissioners but be called by some other name to distinguish them from the Assistant Commissioners - which appellation should be made applicable only to members of the Civil Service.

III. Non-Civilian Cadre in the several Departments.
(paras 7 to 9 of the Chief Secretary's Note)

I think that with the exception of the Revenue Department in all the other special Departments such as Accounts Survey, Police etc. the majority of the appointments should be held by non-~~in~~ the separate cadre of the respective Departments and that the civilian element in these Departments should not exceed about 25%. If it is not found possible to give effect to this arrangement immediately, it may be done gradually as competent men are forthcoming the Departments concerned.

IV. Recruitment to the special Departments.
(para 28 of the Chief Secretary's Note)

The recruitment to the gazetted ranks of the special Departments having a separate cadre of their own may be made by competition, nomination or promotion from subordinates.

The

The stage at which the recruitment by competition or nomination is to be made may be considered separately with reference to each Department.

V. Higher appointments open to the Civil Service.
(paras 25 and 23 of Sec Chief Secretary's note).

The undermentioned appointments may be included in the Civil Service Cadre, the members of the Civil Service being entitled thereto to the exclusion of others:-

Eight Deputy Commissioners,
Revenue Commissioner,
Excise Commissioner,
Inspector-General of Police,
Chief Secretary to Government,
Revenue Secretary to Government,
One District Judge.

The undermentioned appointments maybe treated as listed posts which may be occupied by the Civilian but to which they cannot claim exclusive right:-

1. Comptroller,
2. Superintendent of Revenue Survey,
3. Registrar of Co-operative Societies,
4. Director of Industries and Commerce.

I think it should be open as it will be quite appropriate for the Government to appoint one of the Deputy Comptrollers as Comptroller or the Existing Deputy Survey Superintendent as Superintendent of Survey without creating a monopoly of these posts for the Civilian. Similarly for the post of Director of Industries and Commerce an Engineer may be preferred; and for the Registrar of Co-operative Societies an officer with special training and aptitude for this work and the Government should not be fettered in the selection of suitable men for these places by its being restricted to civilians.

I do not see the need to reserve one appointment in the Education Department and one in the Agricultural Department for a civilian as proposed by the Chief Secretary. Provisions should also be provided that while the appointments mentioned above will be generally reserved for the civilian Assistant Commissioners, it will be open to Government to appoint non civilians to these posts in special and exceptional cases.

VI. Registrar and Assistant Secretaries in the G.R.S.

The post of the Registrar, G.R.S., and one of the Assistant Secretaries may be placed outside the Civil Service Cadre so that they may be available for deserving men in the Secretariat. I am not in favour of replacing the Registrar by an additional Assistant Secretary according to the circumstances of the hour merely to suit individual cases. I am also of opinion that ~~decided to reserve~~ another Assistant may be reserved Secretary's place for an officer from the Judicial Department - who will be ~~to be selected~~ outside the Civil Service Cadre

VII. Some special appointments held by Civilian Assistant Commissioners. (para 20 of the Chief Secretary's Note)

With regard to the special appointments mentioned in para 20 of the Chief Secretary's Note, I am not in favor of including all of those in the Civil Service Cadre as it is by an accident that they are all now held by the Assistant Commissioners and it is quite possible that some, if not most, of them may be held by others. I would therefore include only three places in the permanent cadre of Assistant Commissioners as against these 8 appointments.

VIII. According to my proposals as outlined above the total number of officers to be included in the cadre of Assistant Commissioners will be 50 as shown in the annexed statement as against 57 proposed by the Chief Secretary. (paras 21 and 22 of the Chief Secretary's note)

IX. Pay and prospects of Non-Civil Service Officers (para 29 of the Chief Secretary's Note)

I agree generally with the views expressed by the Chief Secretary on this point in para 29 of his Note. The pay of the officers in the Excise, Income-tax and Co-operative Departments may be fixed at ~~Rs.200-20-400~~ Rs.200-20-400 and that in the other Departments at Rs.250-20-450 as proposed by him.

d

Department.	Total No. of officers in the Deptt.	No. of posts to be reserved for Civilian Asstt. Commissioners.	Remarks.
Revenue. ...	27.	20.	
Secretariat (Asstt. and Under Secretaries and Registrar).	8.	5.	
Police. ...	10.	3.	
Accounts. ...	6	2.	* Does not include Deputy Comptroller
Survey. ...	6.	2.	
Judicial. ... (Special Magistrates).	17.*	8.	Does not include 3rd grade Magistrates.
-do-. (Munsiffs and Sub Judges).	..	2.	
Excise. ...	1.	1.	No need to reserve a place for a Civilian ~~Buddhist~~ among the D.C.O's as all these will soon be abolished.
For special appointments.		3.	
Reserve for leave and ot vacancies.		4.	
		50.	

REPLY

(To be written on this margin.)

OFFICE OF THE FIRST MEMBER OF COUNCIL

NOTE

Dated 17th. February *1924.*

I herewith enclose a note embodying my views on the proposals for the re-organization of the Civil Service now under the consideration of the Council

To

The Chief Secretary to Government

with compliments.

Meerabai Copy.

NOTE BY THE FIRST MEMBER OF COUNCIL ON THE REORGANIZATION OF THE MYSORE CIVIL SERVICE.

--:o:oOo:o:--

I adhere to the views expressed by me in my note dated 31st March 1919. It seems to me that no one should be admitted to the Civil Service who does not possess the requisite Educational qualifications and does not show capacity for higher administrative work by passing the necessary Local Service Examinations. The present age limit is 25 years; but formerly it was 25 years in case of direct recruits and 30 years in the case of men in the service. I will agree to a change to the extent of reviving the former practice and nothing farther. I am totally opposed to the idea of appointment Assistant Commissioners direct from the Amildari or any other service. The person appointed Assistant Commissioner must begin as a Probationery Assistant Commissioner and undergo the prescribed training and pass the required examinations unless he has already passed the same. It will be quite unfair and unjust to men who have entered the service by competition that men from the service should be pitchforked against them.

One point may be made clear, if it is not already made clear, viz. that in future no one will be called Assistant Commissioner in charge of a Treasury or Assistant Commissioner in charge of a Sub Division or Assistant Commissioner in charge of Police, but he will be designated by the particular post he holds. The name of Assistant Commissioners will apply to officers of the Civil Service below the rank of Deputy Commissioner and they will be grouped together for finding our Seniority agmonst them.

Appointments in the Revenue and other Departments reserved for the Civil Service.

I agree to the number suggested by the Chief Secretary for the Revenue Department. As regards the Survey, the number suggested is all right. 5 places of Superintendents of Police may be reserved for Civil Servants instead of 7 as now proposed. But no Civil

Servant

Servant can be appointed as Assistant Superintendent. That appoint ment requires previous training. Provision should be made for the appointment of a Civilian for training. The number of Civilians will have to be increased by one. In the Account Department also the number may be increased by one. I think the Financial Secretary will want more Civil Service men in the Accounts Department.

For the Excise Department, provision is made for the appointments of 2 Excise Officers one for the Bangalore City and the other for the Kolar Gold Fields. One more appointment for the Mysore City may be added and one of these appointments may be reserved to the Civil Service.

Establishment of His Highness the Maharaja may be taken out of the Civil Service cadre. The appointment of Personal Assistant to the Director of Agriculture may be removed from the Civil Service.

No examinations need be prescribed for non-Civil Service Police Superintendents' places, as the experience that such officers have gained in the lower ranks is quite sufficient for all purposes.

Income-tax Examination also may be prescribed for non-Civil Service Income-tax Officers.

The appointment of Local and Legislative Secretary may be reserved for the Civil Service and whenever a District Judge or Sub Judge is appointed Local and Legislative Secretary, power may be taker to appoint a Civilian in his place. One post of District Judge need not be reserved. The lawyers will raise a howl against it, inthe Representative Assembly and the Legislative Council.

Higher appointments open to Civil Service.

Comptroller's appointment may be made a listed one as also the appointment of Director of Industries and Commerce and Registrar of Co-operative Societies. There is no need also to reserve an appoint

ment

appointment in the Education Department. The post of Superintendent of Sericulture, and the Director of Sandalwood Oil Factories may be taken out of the Civil Service Cadre. If necessary, the appointments may be made listed appointments.

The appointment of Secretary, Stores Purchase Committee, may be made a listed one.

As regards the pay of Non-Civil Service men, I adhere to my original opinion that there should be no difference of pay between two persons for the same kind of work, except on grounds of seniority. If there is disparity between the pay of the lower grade and that of the gazetted post, the disparity should be remedied by increasing the pay of the lower grade or creating an intermediate appointment with suitable pay.

Bangalore,
17th February 1924.

FIRST MEMBER OF COUNCIL.

(1.a.

G.R.S. 111—31

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

Memorandum on the reorganisation of the Civil Service has been received by instructions in connection with the Bill

Before the case is submitted to H.M. the questions above have to be settled by the Treasury

1913

Secretary

Draft submitted with just a few verbal changes

Please initial & return

for [illegible] initials

Since 1919 [illegible]

[illegible]

5.10 pm

N.B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form

18 Members
16 Members

Approved. Please [illegible]

Enclosures in pencil.

1913

1913

G.R.S. III—3]

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

Forwarded with compliments to the Civil Secretary, as directed in his memo. of the 2nd inst.

The Comptroller has accepted the Chief Secretary's confidential request to keep the Chief Secretary fully informed of the financial results.

2/4/13

It is necessary for me to know what extra expenditure, if any, is entailed by the re-organisation and I shall await the Comptroller's report on this point.

As regards the Accounts Department, the proposal is to reduce the number of Civilian Assistant Commissioners from five to three. So long as the Civilian element is retained, I do not see how the Accounts Department can be considered as constituted into a separate service altogether as stated in

N.B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form.

(3

G.R.S. III—3]

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

in the draft. I am not for reducing the Civilian element in the Accounts Department and that for two reasons:-

It is not desirable to promote a large number of men from the subordinate ranks of the department to Gazetted places. Men who have worked for long periods in subordinate capacities will not generall have the go and the driving power necessary for holding responsible charges and for exacting work from men placed under them. A knowledge of accounts and finance is a very necessary part of equipment for the junior Civilian Officers who will have to preside over big departments and hold responsible charges in future in their career

The Accounts and Finance Department is not a separate department in the sense in which the Police or Judicial Department is understood; there is accounts and finance work in all departments and the Accounts and Finance Department deals with such work. It will, therefore, be to the mutual advantage of both the Accounts and Finance Departments and other departments if the knowledge of

N.B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form

4)

G.R.S. III—3]

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

of the one is carried to the other. Whatever may be the position in British India, it is desirable for us to aim here at giving to the best men of our service, opportunities to acquire wide and varied experience of administration on all its important sides. One Deputy Comptroller's place may, as proposed, be reserved for the non-civilian officers. I think it is desirable to obtain the views of the Comptroller on the proposals made in the draft in regard to the re-constitution of the Gazetted staff of his department.

I do not know how the number of reservists has been calculated to be eight. It is desirable to base this figure on past experience and this (2.) point may also be got verified by the Comptroller. ℙ I think it is necessary to insist upon the Assistant Commissioners passing Accounts Higher and not Accounts (3) Lower. ℙ Assistant Commissioners drafted to the Accounts Department should I think, be permitted to

N.B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form.

(5

G.R.S. III—3]

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

(4)

to work there for five years. A year or two will be taken by them in passing the departmental examination and they will have only three years to hold a responsible charge and acquire experience of real value.

23/3/24

Dewan 24/3/24

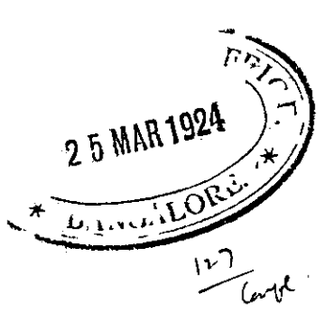
Higher cadre of the Cauvery Valley to rate on Lands revenue

4)
3/3

Forwarded with compliments to the Comptroller for information

Chief Secy

25/3



127 Corps

N.B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form

b)

G.R.S. III—3]

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

Ec.O. No. 1192/25 of 31.3.1924.

There are two points in the proposed draft order relating to the Audit Department on which I am asked to express my views. The first is the reduction in the number of Civilian Assistant Comptrollers from 5 to 3 and the second is the reservation of one Deputy Comptrollership for a non-civilian.

2. As regards the reduction of the civilian element in this office, there is much force in the Financial Secretary's observation that it is not desirable to promote a large number of men from the subordinate ranks to Gazetted places and that interests of the State Service demand the training of a separate set of Officers in the Account Office. Promotion of a large number of Superintendents, while weakening the Subordinate Account Service which forms the backbone of the office does not at the same time add to the calibre of the Gazette cadre which for obvious

?

N.B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form.

reasons

Serial No.

reasons should be ~~examined~~ manned largely by officers recruited by ~~competition~~ Competition or nomination for the special service. It is, however, fair that a few Gazetted posts should be reserved for members of the Subordinate Account Service as a reward for long and meritorious work. The number of Superintendents of the Subordinate Account Service promoted to Gazetted ranks, in th course of the last two or three years, is nine.

3. On the other hand, there have been very great practical difficulties in obtaining a constant flow of Civilian Officers for work in the Audit Department or in retaining those that had come and been trained. They undergo training for an average period of two years and take a year more to get quite conversant with the details of the work in the sections entrusted to their charge. As they have to stop only five years here and there is a general feeling among them that this is the maximum period for which they could work in the department if their prospects in the Revenue line are not to be adversely affected, they are either transferred long before the term of 5 years elapses or they wait expectantly for leaving the department at the earliest opportunity. No continuity of tenure can be expected in these circumstances and we have had to draw upon Superintendents for filling up gaps on several occasions - Vide also para 7 of my Note on the Re-organization of the Comptroller's Office. Two alternative courses are open for remedying this and securing a continuous flow

of

WD 0561—GPB—3750—1-8-22

Serial No.

of officers for service in the Account Department which is essential for maintaining the service in a continous state of efficiency.

4. If Government deem it necessary that a certain number of appointments should always be filled by officers of the Civil Service, they may arrange for at least two Civil Servants being trained every year in the work of this office regularly without interruption and for these officers taking by turns the place of those who have to be transferred on completion of their five years or earlier in the exigencies of the general service. I may, however, state that so long as officers of the Civil Service are transferred to and from the Account Department periodically, and these officers are included in the Gradation List of the Department as they should be while retaining their assigned positions in the Civil Service Cadre, practical difficulties will arise in regulating promotions in the Account Department not to mention the constant shifting of places of the officers who are permanent in the department. The remedy suggested above does not therefore offer a complete solution.

5. Another alternative is to have a few Civil Servants who enter by competition or otherwise

Serial No.

of officers for service in the Account Department which is essential for maintaining the service in a continous state of efficiency.

4. If Government deem it necessary that a certain number of appointments should always be filled by officers of the Civil Service , they may arrange for at least two Civil Servants being trained every year in the work of this office regularly without interruption and for these officers taking by turns the place of those who have to be transferred on completion of their five years or earlier in the exigencies of the general service. I may, however, state that so long as officers of the Civil Service are transferred to and from the Account Department periodically, and these officers are included in the Gradation List of the Department as they should be while retaining their assigned positions in the Civil Service Cadre, practical difficulties will arise in regulating promotions in the Account Department, not to mention the constant shifting of places of the officers who are permanent in the department. The remedy suggested above does not therefore offer a complete solution.

5. Another alternative is to have a few Civil Servants who enter by competition or otherwise

Serial No.

otherwise earmarked for this department and to require them to pass only the examinations required for probationers of the Indian Audit Department and to look for their chances of advancement solely in the Audit Department. The whole service which may be styled the Audit and Accounts Service will consist of the following Officers:-

The Financial Secretary,

Assistant Financial Secretary,

The Comptroller

Two Deputy Comptrollers (including one in course of sanction)

Nine Assistant Comptrollers (including one to be converted from a Superintendent's post).

Three Account Officers for the Electrical, the Military and the Industries and Commerce Department.

The Auditor, Mysore Railways.

Three Assistant Auditors (one of which sooner or later will be converted into the place of a Deputy Auditor)

Accounts Assistant to the Agent, Mysore Railways,
Accountant, Mysore Iron Works.

Account Officer, Income-tax Department

There are in all 24 officers drawing pay ranging from Rs.250 - to Rs.1,400/-. This number does not take into account future appointments as those of a Finance Member, an Account Officer

for

Serial No.

for the Education Department when the accounts of this department are decentralized, and ~~there~~ At least five of these officers will draw a grade pay of over Rs.500 - each and as 25% of the total number of appointments carries a pay of Rs.500/- and over, comparing favourably with the prospects in the Revenue Department, it would be possible to keep the service contented. One-fourth of the number of these appointments may be filled by deserving men promoted from the Subordinate Account Service. I commend for the favorable consideration of Government the second alternative proposal.

6. With regard to the reservation of a Deputy Comptroller's place for a non-civilian, there are likely to be practical difficulties in the way. In a service consisting of Assistant Comptrollers recruited from differente sources - they may be Civil Servants, promoted superintendents, or lent officers - it is not feasible to foresee how the relative position of a particular incumbent will stand with regard to the others and to determine promotion with regard to the source of recruitment. At the time of occurrence of a vacancy of a Deputy Comptroller, the top-most Assistant Comptroller may, for instance, be an

Assistant

G. R. S. III-2]

General and Revenue Secretariat. | C.B. File No. 110 of 1923.

Serial No.

Assistant Commissioner on a pay of Rs.450/-, while the senior-most non-civilian may not have reached Rs.350/- in his own grade. To promote the latter over the head of the former on the ground of the particular vacant appointment being conserved for non-civilians would be unfair and inequitable. The higher appointments should go by merit, pay, seniority and selection and not according to the original source of recruitment. If the second alternative proposal is accepted this difficulty will be removed.

J. Satyanarayana Chetty
Comptroller.

4/3.

Secy) 4/3/24

Hy for his final remarks

4/3

7.4

7/4

The Comptroller agrees with me in thinking that the ~~existing~~ gazetted staff of his Department should be largely manned by officers directly recruited to it. He, however, considers that the existing arrangement of drafting

NOTE—Contn. sheet.

(11

G. R. S. III-2]

General and Revenue Secretariat. | C.B. File No. 110 of 1923.

Serial No.

Assistant Commissioner on a pay of Rs.450/-, while the senior-most non-civilian may not have reached Rs.350/- in his own grade. To promote the latter over the head of the former on the ground of the particular vacant appointment being conserved for non-civilians would be unfair and inequitable. The higher appointments should go by merit, pay, seniority and selection and not according to the original source of recruitment. If the second alternative proposal is accepted this difficulty will be removed.

J. Satyanarayana
Comptroller.

4/3

Secy)

4
3/3/24

Hon'ble Minister's special remarks

4/3
7.4

4
1/4

The Comptroller agrees with me in thinking that the gazetted staff of his Department should be largely manned by officers directly recruited to it. He, however, considers that the existing arrangement of drafting

NOTE—Contn. sheet.

Serial No.

drafting officers from the general line is not convenient and therefore proposes the constitution of a separate service for his Department and the abolition of the existing Civilian element in ~~the Department.~~ it.

Separate recruitment, no doubt, makes for continuity in the holding of charges of the Department and also for the acquisition by officers of unbroken experience of ~~the~~ its work ~~of the Accounts Department~~. I look at the problem from a different point of view. The work of the Accounts and Finance Department is different from that of some other departments. It is the function of the former to watch, scrutinise, collect and co-ordinate the monetary transactions taking place in all the departments. A contingent of officers drawn into the Accounts Department from the general line will, I think, go a long way to make ~~the~~ its work ~~of the Accounts and Audit Department~~ less mechanical than it is now and more helpful to the departments whose monetary transactions it audits. As for the other departments, I think, they have much to gain by having among their staffs officers who have the knowledge and experience of the work of the Accounts and Audit Department. The Departments are either revenue collecting agencies or agencies for the disbursement of public funds for rendering the different

NOTE—Contn. sheet.

kinds

G. R. S. III-2.

General and Revenue Secretariat. | C.B. File No. 210 of 1923.

Serial No.

kinds of services for which they are constituted and the work of keeping the accounts relating to collections and payments and of inspecting such accounts is no unimportant part of their duties. I consider, for these reasons, that it is desirable to maintain the existing system under which some of the charges in the Accounts Department are reserved for the officers of the general line. in the Accts and allied Depts

The number of charges requiring the knowledge and experience of ~~the~~ work ~~of the Accounts Department~~ accts and finance is steadily on the increase and it may not be possible to supply officers of the General Department for a large fraction of such charges. Promotions from the subordinate ranks to the gazetted service should also be subject to limitations. Under these conditions, a part of the gazetted staf of the Dept Department may be provided by direct recruitment made for that Department alone. The three sources of recruitment may make equal contributions to the gazetted staff of the Department.

I think it is necessary that the places of one of the Deputy Comptrollers should be reserved for members of the gazetted staff other than those drawn from the Civil Service. In promoting officers to the places of Deputy Comptrollers, difficulties of the kind mentioned by the Comptroller

NOTE—Contn. sheet.

may

(14

G. R. S. III-21

General and Revenue Secretariat. | CB File No. 210 of 1923.

Serial No.

may be felt but it is difficult to devise a system which will be free from all defects.

Mem
2/4/24

Secy) 2/4/24

Maybe circulated to members for their perusal on the board round

GJ
3-4

88-89
7.4.24

1st Member) 3/4
2nd Member)

I agree with the Financial Secretary I have been always for the increase of Civil Service Elements in the Accounts dept. Public Service Comm. & the new Civil Service appts may be filled by direct recruitment as proposed by the Comptroller & the Financial Secretary, the present minimum required for Civil Service requires no change. As regards the 4 Comptrollers' appts the present rule of all right & may stand. We does not reserve any appts for Civil Service, but only it stands to pass for them. We may in a deputmental rule stand me & the appts may be filled by a new Civil Service Regs.

4 HWS
4/4

NOTE—Contn. sheet.

(15

G. R. S. III-21

General and Revenue Secretariat.

C.S. File No. 210 of 1923

Serial No.

Reserved for the completion in respect of which there are considerable practical difficulties in maintaining a constant flow of Civilian Assistants owing to the Accounts Dept. and I therefore think that the No. of Civilian Asst. Completion should be as few as possible

The objection to the reduction of the Civilian Element among the Completion cadre on the ground that the Subordinate officers will not be available to recruit the vacancies no. 2. officers in the feeder rank of the Subordinate grades in the Dept. The necessity for this being wherever necessary in making direct recruitment either of a competitive Examination or by nomination of Graduates duly qualified for Long vacancies in the feeder ranks. There new Recruits solely for the accounts Dept will have no claims to a transfer to another Dept and will therefore stick to the work of the Dept and not be always having their eye on other Depts as the Civilian Asst Completion are now doing.

On the whole the decision arrived at by the Committee after a careful consideration of all the pros & cons is, in my opinion, a proper one & I see no satisfactory grounds for the minority view

NOTE—Contn. sheet.

(16

G. R. S. III-21

General and Revenue Secretariat. | C. B. File No. 210 of 1923

Serial No.

To

The Comptroller, D.O. no 3125 & 21.3.24.

Request him to furnish Govt with a statement showing the financial effect of the changes indicated in the draft order regarding the reorganisation of the Civil Service.

From

The Comptroller - D.O. no 429 & 7.4.24.

States that the financial effect of the changes indicated in the draft order will be a net increase of Rs 2734-7-0 per mensem to the recurring expenditure.

Mr. Dessai's marked up + the Extra Asst Secy

9/4/24

NOTE—Contn. sheet.

G. R. S. III-21

General and Revenue Secretariat.

C. B File No. 210 of 1923.

Serial No.

Instructions
Land Draftsman & Asst Land
Mr Chard + Mr Bourne
&
9/4

Please bring with/me
Paragraphs &
C. J. I Rl. 28.3
&
11/4

To The J. G. of Police, Rev. Comr Rev, Chief Court

D. O. No 3417-9 & 14. 4. 24.

Request to be furnished with their views so far as it relates to their department.

From

The J. G. of Police - D. O. No 24 & 16. 4. 24

Points out that the Inspector General Ship is not open to a non-Indian Service capable Police Officer.

NOTE—Contn. sheet.

(18

G. R. S. III-21

General and Revenue Secretariat.

C. B File No. 210 of 1923

Serial No.	
	From The Rev. Comm - D.O. No. C.C. 27/23 & 20.4.24. Encloses a brief note on the draft order re reorganization of Civil Service
	Reminder to Chief Court issued on 26.4.24 (D.O. No. 3478).
	Reply to reminder received on 29.4.24 Seen by Dewan on 3.5.24

NOTE—Contn. sheet.

Memo dt 5-16

(19

CB 17/3.

REPLY.

(To be written on this margin.).

Office of the Dewan of Mysore.

NOTE.

Dated 25th April 1924

The draft Government Order relating to the Reorganization of the Mysore Civil Service may be returned to me as early as possible. I do not know where it is pending and what the cause for the delay in submission is.

19
25-4

To

The Chief Secretary to Govt.,
with compliments.

In accordance with the instructions in Council on the 9th April, opinions were called for from the Rev. Comr, D.G. of Police Registrar, Chief Court. Replies have been received from the first two officers. A reminder has been sent to the Registrar, Chief Court, to-day. Submd with the connected file.

CSR.

Govt pm 26-4-24

The Instruction has estimated the Cost of the Reorganisation at Rs 2734-7. for Inspection. This also Requires further Verification. The file with the Resident after

Please Conclude this Opinions in the meantime

9357/6/5

4

3.4

2d Member

&

2nd Member

Seen 30/4

27/5 Secy

5/5

20) The Chief Crown Prosecutor is received with all necessary particulars.

Submitted.

hw
26/4/21

Dewaay

26/4

G. R. S. III-21

1883
1713

General and Revenue Secretariat. | C. S. File No. 210 of 1923.

Serial No.	
	J.
	The Comptroller to Govt - D.O. No. 3584 & 22.5.24.
	Forwards for favour of further verification a Statement showing the financial aspect of the Civil Service Reorgn. Scheme.
	From
	The Comptroller. no 527 & 31.5.24
	Furnishes information about the financial aspect of the Civil Service Reorganization Scheme.
	According to the present calculation, the ~~extra charge~~ average extra cost per mensem will be Rs. 1,107-12-4. but there is practically no immediate extra cost.
	hm 5/6/24
Wrote D.T. 9.6.24	Another reminder should be sent to the D.C.
	6 6/6
	Reminder issued on 11.6.24.
	From
	The Registrar, Chief Court - D.O. no. 1376/23-24 & 18.6.24.
	Forwards copy of a minute embodying the opinion of the judges on the Civil Service Reorganization Scheme.

NOTE—Contn. sheet.

G. R. S. III-21

General and Revenue Secretariat. | C.B. File No. 210 of 19 23.

Serial No.

Civil Service Reorganisation Scheme

In accordance with the instructions in Council dated 9th April 1924, the views & suggestions of the Chief Court, Rev. Commr & S.P. of Police have been obtained.

The S.P. of Police deserves that the Superintendents appointed direct from the Civil Service will have preferential treatment over the other non-civil Service Superintendents inasmuch as the latter cannot rise to the Inspector-General ship

The Rev. Commr. considers that the proportion of non civil service posts thrown open to the Revenue Department deserves to be increased by at least 3 more posts.

The judges of the Chief Court have observed as follows:-

(1) Recruitment to be confined to qualified men; promotions to be in the regular line with occasional direct recruitment from the bar.

(2) Rank position of judicial officers to be fixed

(3) Elimination from the scheme of the method of filling up the place of the Local Leg: Secretary.

(4) No need for the training of a junior Civilian in Civil judicial work. If ever desire, training will be given by attaching him to

NOTE—Contn. sheet.

G. R. S. III-21

General and Revenue Secretariat. | C. 3. File No. 210 of 1923. 1953

Serial No.

some of the more heavily worked courts. An alternative course would be to transfer a munsiff to the Civil Service whenever a member of the Civil Service is taken on to the judicial Department

(5) Control of the Chief Court over magistrates.

The average extra cost is calculated to be Rs 1,107-12-4 per mensem (or Rs 13,293-4-0 per annum), but there is practically no immediate extra cost.

submitted for orders.

Dwt 19.6.24

The opinions of the Chief Courts should be first obtained. This may perhaps be considered in Council at an early meeting by the Dewan 20/6/24

Yes. 4 2.6 to personal 1st member 2nd member / 23/6

Yes 1/7/24

Minutes not agenda 4/

Included with agenda for 3/7/24 23.6.24

28/1.7.24.

18/17

30/6

NOTE—Contn. sheet.

Extract from the Proceedings of the 702nd *Meeting of the Council of His Highness the Maharaja, held at Bangalore on the* 10th July 1924. *19* .

7. Subject. - Clauses x and xii of the schedule.

Re-organisation of the Mysore Civil Service.

OPINION OF THE COUNCIL.

The draft finally revised may be approved.

Notes-

(Signed) A. R. Banerji,
Dewan of Mysore.

1. Chief Court's suggestions -

   The changes proposed need not be accepted.

2. Revenue Commissioner -

   (a) No. of non-Civil Service appointments in Rev. Deptt. to be raised to 9; Civil Service appointments of Asstt. Commrs. being reduced to 18.

   (b) Age of entry to Civil Service - No change.

   (c) No. of Civilian Magistrates. In addition to 8 cadre posts, not more than 2 Asstt. Commrs. may be posted in 2nd or 3rd grade Magistrate's vacancies for purposes of training when available.

3. Comptroller's Note. For special appointments and leave reserve - have 8.

"EXTRACT"

Chief Secretary to Government.

WD 1471—GPB—2,000—1-3-21

G. R. S. 12]

W D 473—GPB—1,000—12-9-18

General and Revenue Secretariat. File No. C 282 of 191

Subject.

Re-organization of the Mysore Civil Service.

Extract from the Proceedings of the Council is put up.

Forwarded, with compliments, to the Financial Secretary to Government, under paragraph 9 * of the Government Order No. G. 17572-8—G. M. 676-17-1, dated 22nd June 1918.

By Order,

Chief Secretary to Government.

*9. (*a*) If the views expressed by the Financial Secretary in any case, whether original or un-officially referred, are not accepted by the Member of Government in charge, or by the Dewan and Members of Council, as the case may be, the file containing the discussions shall be sent to the Financial Secretary a second time, in order to enable him, in cases in which he considers that the orders proposed to be issued are opposed to financial rules of Government or to recognised financial principles or for other reasons of a financial nature, are open to objection, to record a respectful representation to that effect, which will be placed by the Dewan before His Highness the Maharaja for consideration.

(*b*) All cases sent to the Financial Secretary under this rule should be treated as immediate and returned to the Department concerned within three days of receipt.

All ✓

As regards the Accounts Department I hav to urge the following points:

(1) It is stated in para 21 of the draft order that the five places of Non-civilian Assistant Comptrollers and temporary appointments of the grade of Assistant Comptrollers will be filled by promotion from subordinate ranks in the Accounts Department. I am not quite sure if it is the intention that all officers of the rank of Assistants in the Accounts Department excluding only the three Civilians should be men promoted from subordinate ranks. I believe it is the intention to provide this Department with a contingent of capable young men directly recruited to its gazetted staff. I have suggested that the proportion to be contributed by each of the three sources of recruitment, viz., Civil Service, direct recruitment and promotion from subordinate ranks, may be fixed at one-third.

(2) It is well to mention in the order that officers of the Civil Service transferred to the Accounts Department for filling the place

Serial No.

places reserved to the members of their Service should pass the examinations of the Indian Finance Department prescribed for gazetted officers.

(3) The period of four years proposed in para 24 of the draft order may, in the case of officers transferred to the Accounts Department, be calculated from the date on which they pass their departmental examinations; it is only from that date they will be qualified to hold charges and it is necessary that they should work in the Accounts Department, holding responsible charges, for at least four years.

(4) As a part of the cadre of Assistant Comptrollers will continue to be manned by members of the Civil Service and as the Civilian Assistant Comptrollers have also to go back to the General Department, it is necessary to provide for training junior officers of this Service in the work of the Accounts Department so that they may be ready to take the place of older members of their Service who complete their term of employment in that Department.

The proposed re-organisation is reported to result in an additional expenditure of about Rs.13,000 per annum. It may be that the whole or no large part of this additional expenditure need

Serial No.

need be incurred in this or the next year. In any case, the sanctioning of the re-organisation commits us to an additional expenditure of about Rs.13,000 per annum. The standard of our Service expenditure is again slowly on the increase, even before Part I of the account is balanced. The effect of such increases is anticipation of the growth of revenue of Part I -- an arrangement ~~for increasing incurring expenditure~~ which is not advisable financially -- diversion, in the meantime, of unstable items of revenue -- Part II -- for permanent recurring expenditure, and retardation of the realisation of the aims of the policy of Financial Rehabilitation. If the additional expenditure is quite necessary for placing the premier Service of the State on a satisfactory footing, it may be sanctioned; but I would suggest that the re-organisation may be so worked in practice as not to result in the incurring of any large part of the additional expenditure in the next two or three years.

The re-organisation results in additional expenditure and it also concerns a Service in criticising which the members of the Legislative Council take particular delight. It is, therefore, desirable to give effect to the re-organisation after it has

Serial No.

has been brought to the notice of the Council.

In paras 5 and 6 of the draft order it is stated that the withdrawal of the Civil Service element from the departments will tend "to lower administrative efficiency", and that the Civil Service should "provide the best brains for all departments" and that it should "keep up the tone of those departments at a high level". It seems to me that it would be well not to stress these points.

23/7/21

C 282

G. R. S. III-21

General and Revenue Secretariat. | File No. of 19 .

Serial No.

Civil Service Reorganisation

Draft order revised as per instructions in Council at the meeting held on the 10th July 1924 is submitted.

5326 17.7.24

1st Member. and Remarks)

16/7 Sec

Please see marginal remarks in pencil on the draft. If they are agreed to, the draft may be suitably altered. Necessary Revised draft may then be submitted.

16/7

I have noted my remarks on the margin of the draft order.

463 18.7.24

18/7

NOTE—Contn. sheet.

Urgent Subject.

Draft Order regarding the re-organisation of the Mysore Civil Service.

...

OPINION OF THE COUNCIL.

G. R. S. III-2]

WD 2310—GPB—10,000—31-5-24

Serial No.

I have ~~indicated~~ marked in the draft G.O. ~~the~~ further revisions according to the Council instructions of the 24th July and the 29th July 1924. Two small verbal changes are suggested in para 5, pages 4 and 5. In para 12, page 9, the sentence relating to the training of an officer in Police work has been deleted and a similar sentence has been added to para 13, page 10. The necessary consequential changes have been made in para 18. In para 19, the number of Senior Assistant Commissioners has been reduced to 9 and a sentence has been added to show that acting promotions to this grade will be open to Assistant Commissioners who have not reached the maximum. ~~The~~ An addition regarding direct recruitment to certain Departments has been made to para 21. The additions suggested by the Financial Secretary in his note have been made to paras 23 and 24.

Cost. The reduction in the number of Senior Assistant Commissioners reduces the cost to Rs. 987. This is as compared with the standard scale. But in the current year, ~~the~~ an expenditure of Rs. 8,400 or Rs.700 per mensem has been provided in the Comptroller's office budget for training of two Civilians for the Accounts Department. So the ~~actual~~ overall excess over the scale of the current year's budget is only Rs.287, and even this is not likely to be incurred as the two posts as Senior Sub Division officer and Senior Superintendent of Police are not likely to be filled up during the year. This has been indicated in the draft Sub-

NOTE—Contn. sheet.

G. R. S. III-2]

WD 2310—GPB—10,000—31-5-24

General and Revenue Secretariat. | File No. of 19 .

Serial No.

Submission Note now put up. ~~for~~ for kind perusal please if approved it may be replied

D E W A N)

NOTE—Contn. sheet.

Submitted to His Highness.

C

I beg to invite His Highness' gracious reference to para 6 o my submission note of the 20th June 1923 on the subject of improving the pay of the junior members of the Mysore Civil Service. I then said that there were several other questions relating to the Civil Service which had been under consideration, viz., its re-cruitment, training, strength, transfers from one department to another, promotion of members of the subordinate service to posts now regarded as Civil Service posts, etc., and that these question would be further examined with reference to the altered conditions and definite proposals submitted in due course. These subjects have accordingly been examined in great detail and was considered in Council during six meetings, and as a result of the discussions

D

it was resolved on the 10th July 1924 that the draft order as finally revised may be approved. The draft follows in the main the

E

proposals approved in Council on the 26th June 1919 and submitted with my submission note of the 2nd July 1919 with suitable modifications in view of the altered conditions. The main features of the proposed draft order are as follows:-

(i) The Civil Service is proposed to be limited to officers recruited by competition and by special selection by His Highness (including officers nominated by promotion from the lower ranks). At the same time, the prospects of officers in the subordinate ranks are improved by the creation of a non-Civil Service cadre in the several departments, viz., Revenue, Accounts, Police, Secretariat, etc. According to the proposals submitted in 1919, the

P

number of Civil Service posts of Assistant Commissioners was to be 62 and of non-Civil Service posts, 29. In view of heavy retrenchments since effected, the total number of appointments of the Assistant Commissioners' grade has been reduced from 91 to 77, of whom only 46 will be Civilians and 31 will be non-Civilians. The bulk of the appointments in the Revenue Department and the Secretariat will be manned by the Civil Service men, while in all other departments the proportion of non Civil Service men will be increased. The number of Senior Assistant Commissionerships open

t

to the members of the Civil Service has been reduced from 11 to 9 while two posts of Senior Revenue Sub Division Officer and Senior Superintendent of Police have been created for the advancement of non-Civil Service officers in these departments.

(ii) The number of officers in reserve for leave and deputation vacancies is at present only two. According to the original draft, this number had been proposed to be increased to 8. It is proposed in the present draft to keep the reserve at 8. It may however be explained that this does not add to the actual number of officers to be employed since the men in the reserve will only replace a certain small proportion of the large number of acting Assistant Commissioners who have now to continue in an acting capacity for years without promotion.

(iii) Rules regarding recruitment, training, examinations to be passed, inter-departmental transfers, etc., have been clearly laid down.

(iv) The present draft makes it clear that the higher officers in the Revenue, Police and Excise Departments, the Secretariat, etc., are included in the cadre of the Civil Service, and the higher appointments open to the Civil Service as well as to non-Civil Service men in certain departments have also been clearly indicated

The draft has been revised with reference to the criticisms and
G. M suggestions offered by the Chief Court, the Revenue Commissioner, the Inspector-General of Police and the Comptroller, who were specially consulted, as well as by the Financial Secretary. The modifications now submitted for approval involve an extra average cost of Rs. 987-12-4 per mensem or a little less than Rs.12,000 per annum; but, as compared with the budget provision of the current year, the excess is only Rs. 287-12-4 per mensem, since a special provision of Rs.8,400 (at Rs.700 per mensem) has been made in the current year's budget for training two Assistant Commissioners in the Comptroller's Office. Even this excess may not be incurred since it may frequently happen --and for a long time it will be the case that the two non-Civil Service posts of Senior Superintendent

Superintendent of Police and Senior Sub Division Officer will not be filled up for want of men who have reached the maximum of Rs.450 The average excess of Rs.987-12-4 is mainly the result of the following:-

(a) The addition of six to the reserve strength of officers means that instead of six officers who will be continuing as acting Assistant Commissioners on the minimum pay for a length of years, there will be Assistant Commissioners in the regular cadre, drawing the usual increments. This involves an excess of Rs.760.

(b) The pay of non-Civil Service officers doing duties similar to those of Civilians in the Excise and Income-tax Departments as well as in the Department of Co-operation, is proposed to be fixed on the same level as that of Assistant Commissioners of the Civil Service. For instance, there is an appointment of Assistant Commissioner of Income-tax on Rs. 250. It is absolutely necessary that some prospects should be held out to this officer, and it is proposed to fix his pay at Rs.250-25-450, the same as for Assistant Commissioners. In the case of non-Civil Service Assistant Registrars of Co-operative Societies who are now drawing Rs.250-50/3-450, it is necessary to give them the annual increments of Rs.25 instead of triennial increments of Rs.50. The position of non-Civil Service officers in the Excise Department is now very unsatisfactory. Their pay is Rs. 150-10-250 <u>plus</u> an allowance of Rs.50. It is proposed to fix their pay at Rs.200 rising by annual increments of Rs.25 to Rs.450. This Department is responsible for a large amount of revenue and it is necessary that it should be manned by men of good attainments and character, who have something to look forward to.

The actual extra cost during the current year will be inappreciable. Slight increase of pay may have to be given to the non-Civil Service Excise officers and the non-Civil Service Assistant Registrars of Co-operative Societies and the Assistant Commissioner of Income-tax. But as against this, there will be savings in the Senior grade in which there will be two places vacant.

I

I therefore solicit His Highness' gracious approval to the draft order. The existing officers in the Assistant Commissioners grade, including some of the acting and sub pro tem Assistant Commissioners, will be allocated between the Civil Service and non-Civil Service posts and proposals in this behalf will be duly submitted for His Highness' approval.

In conclusion, I beg to add that this question has engaged my detailed and most careful study and consideration during the past three years, and every point of view has been given its due importance in finally shaping the proposals, with special reference to the past history of the Service and the several changes made from time to time. Myself and my colleagues have discussed the points in detail on several occasions with a view to bring our views, at times divergent and conflicting, in a line with what is sound and practical. I can safely say the scheme as now submitted will not only improve the Civil Service as a whole but also afford due encouragement to the non-Civil Service establishments to rise to higher positions of responsibility.

I can confidently recommend the scheme as a whole for the gracious approval of His Highness.

Bangalore,
6th August 1924.

6 AUG 1924

SGN.

AKR.

CONFIDENTIAL.

Record of Cases submitted for the Orders of His Highness the Maharaja

Subject.

Draft Order on the re-organization of the Mysore Civil Service.

187

Order.

~~KRW~~

8/9/24

Chief secy

1 - SEP 1924

circulate

14/9

C282

Draft order on the Reorganisation of the Mysore Civil Service.

(*)

31. All urgent or confidential files returned with His Highness' orders may, in the absence of instructions or indications to the contrary, be ordinarily circulated to the Members of Council for perusal after the issue of orders.

33. The Secretaries concerned should see that orders in the cases referred to above are issued at once and that the files are returned immediately after to the Chief Secretary for circulation to the Members.

34. In all other cases, the files will first be circulated to the Members of Council at headquarters and then sent to the Secretariat concerned for the issue of orders.

Circulated to the Members of Council for perusal of

*

His Highness' orders ~~before~~ / after issue of orders. (*Vide* Rules 31, 33 and 34 of the Subsidiary Rules for the conduct of business of Council in the Manual of Council Rules and Procedure)

Chief Secretary to Govt.

Through the Secretary to Government.

.....Department.

FIRST MEMBER OF COUNCIL. 15/9

SECOND MEMBER OF COUNCIL. 15/9

THIRD MEMBER OF COUNCIL.

Draft approved as finally revised after personal discussion with the Chief Secretary

Revised proposal approved. See draft

F.V. 15.9

Secretary

Issue 15.9

Let one more circulation be included.

NOTE—Contn. sheet.

Mono WD 1190—GPB—500 9-1- 3.

Mr. Wm. Lewis Herod
Dept. of Mathematics

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

Copy of the C.S. regulations rules is herewith submitted with draft for

Secretary

approval

Manager

9

10.9

Issue as

under—

Notification

in Kannada

9

1929

G.O. No. 757-807/C.B. 210-23-1822.9

Issues revised rules regarding the Mysore Civil Service and creation of non civil Service cadre of gazetted appointments for certain Depts.

Two copies of the G.O. are submitted for communication to the Comptroller thro' the Fin: Secty.

Mgr 9.9.

Yes — Notify him as requested

N.B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form.

PROCEEDINGS OF THE GOVERNMENT OF

H.H.THE MAHARAJA OF MYSORE.

- - -

Order-

Questions relating to the organisation of the Mysore Civil Service have been under the consideration of Government for some time past. The Civil Service rules as they now stand were issued more than eleven years ago, and during this period several orders affecting the - - strength, composition and prospects of this service have been passed, calling for a re-examination of the rules and their modification in important respects.

2. Under the original Civil Service rules issued in the year 1891, the Mysore Civil Service consisted of officers holding the following appointments:-

Assistant Commissioners including those attached to the Secretariat, as well as those who may be lent to the Survey, Police or other Departments;
Sub Division Officers (Revenue);
Town Magistrates;
Sub Judges and Registrar, Chief Court;
Deputy Commissioners;
District Judges;
Under Secretary; &
Chief Secretary.

The rules provided for future admissions being made by selection of candidates through a competitive examination open to all India, as well as by nomination, the candidates thus selected being enrolled as Probationary Assistant Commissioners and confirmed as Asst. Commissioners after undergoing certain departmental and other tests during the period of probation. No distinction was made between the executive and the

judicial branches both of which, on the analogy of the Indian Civil Service rules, were open to Asst. Commissioners, and the cadre of the Civil Service "was fixed with reference to the requirements of the general executive and judicial services and the headquarter offices and loan to Survey and Police Departments." Subsequently, in the year 1894, a separate grade of Extra Assistant Commissioners on salaries on a lower scale was created to meet the cases of officers of the general line who, though not qualified to be admitted to or retained in the Civil Service, had rendered in the subordinate grades long and meritorious service deserving of recognition. A grade of Senior Asst. Commissioners was also created in lieu of the grade of Sub Division Officers which was abolished. No substantial modification was made in these rules till 1906 when (1) the minimum period in which an Asst. Commissioner could rise to the first class was raised from six to ten years; (2) but at the same time the prospects of candidates recruited by competition (A Schedule) was fixed on a somewhat higher level than those of candidates entering service by nomination or by promotion from the lower ranks (B Schedule); (3) the grade of Extra Assistant Commissioners was abolished, and (4) appointments in the Excise, Survey, Police and Accounts Departments were also brought within the scope of the Civil Service. The Civil Service scheme again came under revision in 1912 and 1913 and in the result the appointments of Subordinate Judges were removed from

(this was subsequently further raised to 12 years);

the Civil Service cadre, every alternate vacancy among them being, however, declared open to Asst. Commissioners and recruitment to the Civil Service was confined to natives of Mysore.

3. During the eleven years that have elapsed since the rules were last revised, there have been further important changes. The disparity between the two Schedules in the matter of promotion was completely removed and the prospects of both classes of officers equalised by fixing the same period of 14 years for rising to the (inclusive of the period of probation) for* the first class. The scheme of separation of judicial and executive functions was introduced in 1918 and magisterial appointments have been thrown open to the members of the civil judicial service and to the members of the bar as well as to the Civil Service. In 1920, the rule throwing open alternate vacancies among Sub Judges to the members of the Civil Service was abrogated. The several retrenchment orders issued during the years 1921 and 1922 have affected the strength of the gazetted staff in the several Departments manned by the Civil Service. Recently all Asst.Commissioners who were hitherto in five classes on Rs.250, 300, 350, 400 and 450 rising from class to class after three years' approved service, have been placed in one class on Rs.250 rising to Rs.450 by annual increments of Rs.25, thereby reducing the time taken to reach the first class from 14 to 10 years inclusive of the period of probation.

* rising to the first class.

4 According to the orders now in force, the scale of appointments of Assistant Commissioners in the Mysore Civil Service (including Senior Asst. Commissioners) is 30 and these are mainly distributed between the General administration and the Revenue, Excise, Survey, Police, - -

Magisterial and Accounts Departments. Owing to a large proportion of these officers being drafted for special appointments, a correspondingly large number of acting appointments have been made and there are at present as many as ..19. men who are classed as provisionally permanent, sub-pro-tem or acting some of whom have been in the Assistant Commissioner's grade but without confirmation for over five years. Further, besides the permanent and acting Assistant Commissioners, a special class of officers has been constituted who have been given the rank and status of Assistant Commissioners but without the incremental scale of pay of Assistant Commissioners.

5 The present state of affairs is unsatisfactory in several respects. Owing to the inclusion of almost all superior appointments in the several departments in the Civil Service, junior officers are frequently transferred from one department to another, with the result that there is lack of continuity in training and in the exercise of responsibility, and consequently difficulty is experienced in selecting suitable candidates for the higher administrative appointments. The amlagamation of the departmental cadres which was effected in 1906 has also affected the homogeneity of the Civil Service and led to difficulties in allocating officers to its several branches. The Heads of some

of the special Departments have from time to time urged the necessity of making those departments self-contained, and disassociating them from the Civil Service. Such a complete separation, however, is undesirable, as it will tend to lower administrative efficiency. The Civil Service should keep up a high standard of administrative efficiency and provide the best brains for all departments, but at the same time, the present practice of including all superior appointments in the Civil Service adversely affects the prospects of the subordinate ranks of the several departments. Government have carefully considered the question in all its aspects and are of opinion that it is necessary to form a non-Civil Service cadre (as has already been done in the case of the General and Revenue Secretaria and the Accounts Department) and thus give scope to deserving subordinates of each department to rise to higher positions in them; and that the function of the Civil Service should be to provide a trained staff for general administrative work

and for the higher administrative posts in the minor services. Instead of being a mere combination of several cadres, the Civil Service will in future consist mainly of officers in the general administration and in the Revenue Department and a few posts only in the other departments will be included in the Civil Service cadre to afford scope for varied training to civilian officers and at the same time to enable these departments to maintain a high degree of efficiency.

7 Applying these principles and taking into consideration the requirements of the main allied departments of administration, Government are now pleased to re-distribute the gazetted posts in the several departments and fix the Civil Service cadre as follows:-

Revenue Deptt.

8 The gazetted staff of the Revenue Department will mainly consist of Civil Service officers. ~~[illegible]~~ In order, however, to provide for ~~suitable~~ promotion to members of the subordinate Ranks service who have rendered long and meritorious service deserving of recognition and in particular to ensure that the most efficient and successful Amildars have the opportunity of rising to higher executive posts, a few posts in the gazetted ranks will be reserved for them. These will be outside

the cadre of the Civil Service and the incumbents will not be styled "Assistant Commissioners" but will be known as Sub Division Officers or District Treasury Officers according to the charge they hold. Seven such posts will be thus reserved. One of these seven appointments will carry the pay of a Senior Assistant Commissioner, provided an officer who has reached the maximum pay of an Assistant Commissioner is available for promotion to this grade. The number of appointments in the Revenue Department now held by Assistant Commissioners is 27. Excluding 7 posts reserved for non-Civil Service officers, the number of appointments to be held by Assistant Commissioners of the Civil Service will be 20. The appointments of Deputy Commissioners are already included in the cadre of the Civil Service. The appointment of ~~the~~ Revenue Commissioner will also be now included in the cadre.

General administration.

9 The present arrangement by which two ~~posts of the officers' grade~~ gazetted appointments (two Assistant Secretaries to Government or one Assistant Secretary and the Registrar of the General & Revenue Secretariat) are reserved to the ministerial staff of the General and Revenue Secretariat will continue. The remaining six appointments of subordinate Secretariat officers (one Under Secretary and five

54

five Assistant Secretaries) will be reserved to the Civil Service, but when a non-Civil Service Assistant Comptroller is selected as Assistant Secretary, Financial Branch, his place in the Comptroller's office will be filled by an officer of the Civil Service. The appointments of Chief Secretary and Revenue Secretary to Government are already included in the Civil Service. The appointment of Financial Secretary to Government will also be now included in the cadre. The appointment of Local and Legislative Secretary will ordinarily be held by a civilian but when a ~~District Judge or a Subordinate Judge~~ must be Judicial Dept is appointed to that post, the vacancy in the ~~Judicial~~ Department will be filled by the appointment of an officer of the Civil Service. The appointment of Assistant Private Secretary to H.H. the Maharaja is already included in the Civil Service cadre. The appointments of Personal Assistant to H.H. the Yuvaraja and Private Secretary to the Dewan will also be now included.

Excise Department.

/o Out of 4 appointments now existing, viz., the Headquarter Assistant to the Excise Commissioner and three District - Excise Officers, two are held by officers of the Civil Service and two by men promoted from the subordinate ~~service~~ rank. When the scheme of judicial separation is - - introduced into all the districts, there will be no District Excise Officers. The

appointment of Headquarter Assistant to the Excise Commissioner (who is also Assistant to the Income-tax Commissioner and - Inspector-General of Registration) will continue as a Civil Service post. In order to provide an opening for the members of the subordinate executive staff of the Excise Department, when the appointments of District Excise Officers are abolished, two gazetted non-Civil Service posts in this Department will be created. But so long as the existing organisation continues two posts will be treated as Civil Service appointments and the remaining two as non-Civil Service ones. The appointment of Excise Commissioner will also now be included in the cadre of the Civil Service.

Survey & Settlement Department.

Under the orders hitherto existing the number of appointments of Assistant Superintendents is five plus one temporary. There are also Sub Assistant Superintendents (2 permanent and 2 temporary) besides an Office Assistant. All appointments of Assistant Superintendents are included in the Civil Service cadre. Actually, however, two of the gazetted appointments are held by officers who have been only given the rank and status of Assistant Commissioners. Recently owing to reduction of work in the Department the number of Assistant Superintendents has been reduced by two. There has also been a reduction in the number of Sub Assistant Superintendents by two. The

number of subordinate gazetted officers now required for the Department, excluding the Office Assistant, is six. The total number of officers of the Department exclusive of the Superintendent and Deputy Superintendent will accordingly be ~~now~~ fixed at seven, viz., six posts of Asst. Superintendents and one of Sub-Assistant Superintendent. Of the six Assistant Superintendents' posts, three will be held by civilians and three by men promoted in the Department. The appointment of Deputy Superintendent of Revenue Survey will be open to officers of the Civil Service as well as to the non-civilian Assistant Superintendents of the Department. The appointment of Superintendent may similarly be filled ~~by~~ either by an officer of the Civil Service or by the promotion of the Deputy Superintendent, although he may not belong to the Civil Service.

Police Department.

/2 Exclusive of the Superintendent of the Kolar Gold Fields, there are ten officers in the grade of Superintendents of Police (including the Headquarter Assistant to the Inspector-General ~~of Police~~) There are in addition, seven Assistant Superintendents of Police. All the appointments of Superintendents of Police (except that of the Superintendent of Police, Kolar Gold Fields) are now Civil Service appointments. With a view to

provide adequate openings for the subordinate ranks of this important service, Government are pleased to direct that only five posts of Superintendents of Police be reserved for the Civil Service and the remaining five posts thrown open to the subordinate officers of the Department. The post of Superintendent of Police of the Kolar Gold Fields will also continue to be outside the Civil Service cadre. As it is considered necessary to give training in Police work for about one year to every Civil Service officer posted to the Police Department before he is appointed as - - District Superintendent, Government are further pleased to direct that one of the Assistant Superintendent's places will hereafter be reserved for a junior civilian who will be placed in subordinate charge as Assistant Superintendent during such period. The appointment of Inspector-General of Police will also be now included in the cadre of Civil Service. The non-Civil Service appointments in the Department will consist of five posts of Superintendents (excluding Superintendent, K.G.F.) and six posts of Assistant Superintendents. Of the five Superintendents' appointments, one will be designated 'Senior Superintendent of Police' and will have the same scale of pay as Senior Assistant Commissioner, provided an officer who has reached the maximum pay of Rs.450 is available for

promotion to this grade. Recruitment to the non-Civil Service posts will either be by promotion from the subordinate ranks or by the appointment of men recruited directly to the Police Department as probationers. Separate orders will be issued on the subject.

Accounts Department.

13 ~~There are eight~~ The no. of appointments of Assistant Comptrollers is eight. Of these eight five are Civil Service appointments and the remaining three are open to the accountants of the - - Comptroller's office. The amalgamation of the Accounts Department with the general Civil Service and the reservation of the bulk of the appointments of Assistant Comptrollers to the Civil Service has not worked satisfactorily in practice. The Department requires special training extending over a long period and the transfer of the Civil Service Assistant Comptrollers, who are now holding the majority of the Asst. Comptrollers' ~~appointments~~ posts, to the general service seriously affects the work of the Department. The Government now direct that the Accounts Department be constituted as a separate service and that only three places of Assistant - Comptrollers be reserved to the Civil Service. The posts of Deputy Comptroller and Auditor, Mysore Railways, will be open to civilian as well as non-civilian Assistant Comptrollers and the post of

Comptroller will similarly be open to officers of the Civil Service as well as to a non-Civil Service Deputy Comptroller or Auditor. As in the case of the Police Department, recruitment to the non-Civil Service posts in the Accounts Department will be either by promotion from the subordinate ranks or by the appointment of men recruited directly for the Department as probationers.

Judicial Department. As regards appointments in the civil judicial line, it has already been indicated that if the appointment of Local and Legislative Secretary is held by an ~~District or a Subordinate Judge~~ Officer of the Judicial Department, his place in the ~~Judicial~~ Department will be taken by a civilian. It will also be open to Government to post one member of the Civil Service at a time, who is a graduate in law, as Munsiff for a period of two years. As regards the magisterial branch, with a view to enable the officers of the Civil Service to obtain training in magisterial work which is essential in order to enable them to exercise higher administrative functions, four appointments of First Grade Special Magistrates and four of Second Grade Magistrates will be reserved for the Civil Service, but until the scheme of separation is introduced into all the districts, the number of appointments of Second Grade Magistrates reserved to the Civil Service will be limited to three.

Municipal.

15 Two posts of Chief Officers of the City Municipalities are now included in the cadre of the Civil Service. With the appointment of a Municipal Commissioner for the Bangalore City, the post of the Chief Officer has been virtually abolished. The appointment of Municipal Commissioner of the Bangalore City will be included in the cadre of the Civil Service, and the appointment of Chief Officer of the Mysore City Municipality will be removed from the cadre and thrown open to be filled by promotion from the subordinate ranks of the service.

Income-tax.

16 The appointment of Deputy Commissioner of Income-tax will be included in the Civil Service cadre while the appointment of Income-tax Assistant Commissioner will be a non-Civil Service post reserved for officers of the Department with a view to afford an incentive to good and honest work among the Inspectors and accountants of the Department.

Co-operation.

17 There are now four Assistant Registrars one of them being a member of the Civil Service. With a view to provide a sufficient proportion of officers with high qualifications and wide outlook for the work of this Department, the number of Civil Service appointments in the Department will be raised at the earliest opportunity to two. The post of Registrar will also ordinarily be held by a civilian, but

SPECIAL APPOINTMENTS.

18 Besides the above there are a number of special appointments in various departments which are at present manned by officers selected from the Civil Service. Such appointments are:-

The Government Director, Mysore Iron Works,
" General Superintendent, -do-
" Superintendent, Sandal Oil Factories,
" -do- of Sericulture,
" -do- Bangalore Central Jail,
" Personal Asstt. to the Chief Commandant,
" Secretary, Stores Purchase Committee.

Though these appointments are not reserved to the Civil Service and any one of them may hereafter be filled by non-Civilians, a certain number of special appointments may always be counted on which will have to be manned by officers of the Civil Service. Accordingly, three places will be added to the cadre of the Civil Service for providing for such appointments.

19 According to the orders contained in the preceding paragraphs the number of appointments to be held by Asstt. Commissioners of the Civil Service in the several departments (inclusive of Senior Asstt. Commissioners) will be reduced from 68 to 55 as shown in the margin below.

	Present.		Revised.
General Administration,	7	...	9
Revenue, ...	27	...	20
Excise, ...	2	...	2
Survey, ...	5	...	3
Police, ...	10	...	6
Accounts, ...	5	...	3
Judicial, ...	10 (Maximum provision under separation scheme)		8 (Ultimately 9)
Municipal, ...	2		nil
Co-operation, ...	nil		1 (Ultimately 2)
Special appointments,	nil		3
Total...	68	...	55 (Ultimately 57)
Reserve, ...	2		5
Grand total,	70	...	62

This number will ultimately rise to 57. The reserve of two officers now provided for temporary posts, deputations and leave, is found to be totally inadequate and this has led to the creation of a large class of officers who act as Asstt. Commissioners for long periods without a prospect of early confirmation. The reserve will therefore be raised to five and the total cadre of Assistant Commissioners will be accordingly fixed at 60 (ultimately 62). This number will include 10 posts of Senior Asstt. Commissioners which will be filled by promotion on the ground of seniority and merit of Asstt. Commissioners who have reached the maximum pay of Rs.450.

2. The higher appointments reserved to the Civil Service will be the following:-

Revenue Commissioner,
Excise Commissioner,
Inspector General of Police,
Chief Secretary to Government,
Financial Secretary to Government,
Local and Legislative Secretary to Govt.
Revenue Secretary to Government,
Eight Deputy Commissioners.

Note. When this appointment is held by an officer of the Judicial Department, a Civilian will be appointed to the Civil Judicial Dept. as District Judge or Sub Judge.

21 The following higher appointments will be open to members of the Civil Service, but not reserved to that service:-

Comptroller to Government,
Deputy Comptroller,
Auditor, Mysore Railways,
Survey Superintendent,
Deputy Supdt., Revenue Survey,
Registrar of Co-operative Societies,
Inspector General of Education,
Director of Industries and Commerce,
Secretary to the R.A. and I.C.,
Municipal Commissioner, Bangalore City.

22 The following is a schedule of gazetted appointments that may be filled by men outside the Civil Service cadre:-

GENERAL ADMINISTRATION	
Assistant Secretaries or Assistant Secretary and Registrar, ...	2
R E V E N U E	
Sub Division officers and Treasury officers, ...	7
E X C I S E	
District Excise Officers, ...	2
S U R V E Y	
Assistant Supdts. of Survey ...	3 (besides one post of Sub Asstt.)
P O L I C E	
Superintendents of Police, ...	5 (besides one post of Spl. Supdt.K.G.F. and 6 posts of Asstt. Superintendents
A C C O U N T S	
Assistant Comptrollers ...	5 (besides temporary appointments)
INCOMETAX	
Incometax Assistant Commissioner,	1
CO-OPERATION	
Assistant Registrars, ...	2
Total...	27

The non-Civil service posts have been created in order to afford scope to subordinates of proved merit combined with initiative and enthusiasm for work to rise to positions of trust and responsibility in their own departments. The pay of such officers will ordinarily be the same as for Civilians doing

the same class of work except in the case of the Incometax and Excise Departments and the Department of Co-operation in which the highest pay of a non-gazetted subordinate is below Rs.200. The pay of the five gazetted non-Civil service appointments in these Departments will be fixed at Rs. 200-25-400, while the pay of the remaining ~~xxx~~ 22 appointments in the above schedule will be fixed at Rs.250-25-450 as in the case of Assistant Commissioners in the Civil Service with the proviso that one post in the Revenue Department ~~xxx~~ and one in the Police may carry a pay of Rs.500-50-600 as indicated in paragraphs 8 and 12 supra.

METHODS OF RECRUITMENT TO THE CIVIL SERVICE.

23 The existing methods of recruitment are (a) competition, (b) nomination and (c) promotion from subordinate grades. In regard to the admission of candidates by competition the ~~ex~~ present ~~isting~~ rules do not require any change. The examination will be confined to candidates who are subjects of H.H. the Maharaja by birth or domicile. The system of nomination will also continue but it will mainly be employed for the purpose of "maintaining the representative character ~~in~~ of the service". In making nominations Govt will also take into consideration the claims of specially qualified officers of subordinate ranks in the several Departments who are graduates. But with a view to ensure that the Civil service may be a homogeneous group consisting of men with similar outlook and training with the prospect of rising to the highest administrative posts, no one who is ~~about~~ above 30

years of age will be admitted to the Civil Service by nomination; and all persons so nominated whether from the subordinate ranks or otherwise shall be first enrolled as Probationary Assistant Commissioners as in the case of those recruited by competition.

Liberal prospects having been provided for the subordinate officers of each department by promotion to the non-Civil service posts as well as by nomination of specially qualified men to the civil service, there is no longer the necessity to continue the system of promotion to the civil service from the subordinate ranks. Amildars will however be eligible for any special posts outside the Civil Service cadre that may be created from to time on account of exigencies of the administration, such as Chief Officers of Municipalities, Land Acquisition officers, etc. Further, whenever a temporary vacancy occurs in the civil service owing to the insufficiency of the reserve, or the deputation of men to special appointments in excess of the number provided in the cadre, an additional appointment outside the civil service may be made as against such a vacancy. No such appointment will be made when any member of the reserve is available.

15- As regards the examinations to be passed by the gazetted officers, both Civil Service and non-Civil Service, the following changes in the existing rules are ordered. No probationary Assistant Commissioner ~~xxxxx~~ in the Civil Service will be confirmed as Assistant Commissioner until he has passed the Revenue Higher, Criminal Higher and Accounts Lower tests, and every Assistant Commissioner will have to pass the Civil (Parts I and II) and ~~the Registration~~ tests before he is given his first increment. The existing rules regarding the training of Probationary Assistant Commissioners will continue without alteration. As regards the non-Civil Service gazetted posts, the qualifying tests for the several departments will be as follows:-

General & Revenue Sectt.	Revenue Higher and Accounts Lower
Revenue-	Revenue Higher Criminal Higher & Accounts Lower.
Excise-	Criminal Higher & Accounts Lower & Excise
Survey	Revenue Higher & Accounts Lower.
Police	Criminal Higher.
Accounts	Accounts Higher & Govt. of India Examination for Accounts officers.
Income-tax	Revenue Higher Accounts Higher & Income-tax.
Co-operation ...	Revenue Higher & Accounts Lower.

Interchange of officers between Departments.

26 As the Civil Service will continue to furnish a proportion of the officers required in the several departments, e.g. Police, Survey, Accounts, etc., it becomes necessary to lay down some rules to regulate their employment in those departments. On the one hand, it is necessary to avoid premature specialisation and on the other it is desirable that officers posted to special departments should be kept in them sufficiently long to pick up experience and be of real use there though not so long as to render impossible their re-transfer to the general line. As a rule, therefore, no Assistant Commissioner will ~~xx~~ in future be posted to a special department until he has put in five years' service in the general line including the period of probation, and none so drafted will ordinarily be kept there, i.e. in the special department for more than five years.

Schedules "A" & "B".

27 Government have now reviewed the entire position and indicated the lines of their future policy. The effect of the above decisions will be to make the Civil Service a Corps d'elite for general administrative work, to confine recruitment to the best men available, to make the several other departments practically self-contained by providing adequate prospects for the subordinate officers in them and to place all men admitted to

to the Civil Service cadre, however recruited, on a uniform footing as regards pay and prospects. There is now no need to maintain two separate lists of Assistant Commissioners and the A and B Schedules will accordingly be absorbed into one list in future.

18 There now remains the case of officers given the rank and status of Asst. Commissioners. The phrase really means nothing more than that the officers are given a gazetted rank -an object which can be achieved without constituting them into a separate class. The system of placing them in a separate class of their own is not based on any sound principle and it will be accordingly abolished, all the officers now borne on that list being treated as gazetted officers in their respective departments, the nature of their tenure (permanent or temporary) and their pay being regulated by the existing orders in each case.

Chief Secy

Confidential.

No. 3125/CB/Misc. 1 (Draft Order re: reorganisation of the Civil Service)

21st March 4

Dear Mr. Satyaraja Chetty,

I enclose a copy of the draft order regarding the reorganisation of the Civil Service. I am desired to request you to be so good as to furnish Government with a statement showing the financial effect of the changes indicated in the draft. As far as I can see, the only changes affecting the cost are the following:-

(1) Non-Civil Service gazetted officers of the Excise Department being given a pay of Rs.200-25-450 in lieu of Rs.150-10-200 plus 50 as at present.

(2) The pay of Non-Civil Service Assistant Registrars of Co-operative Societies being fixed at Rs.200-25-450 in lieu of Rs.250-50/3-450.

(3) The pay of Income-tax Assistant Commissioner being fixed at Rs.200-25-450 instead of at Rs.250.

In regard to the number of Senior Assistant Commissioners, the present sanctioned scale is eleven. The proposal in the draft is to have ten for the Civil Service and a maximum of two for the non-Civil Service. Sometimes one or both these places may not be filled up.

The favour of an early reply is requested.

Yours sincerely,

T. Satyaraja Chetty, Esq., B.A.,
Comptroller to Government.

Draft revised as per minutes in Council dt 13/3 lee 1913

PROCEEDINGS OF THE GOVERNMENT OF
H.H. THE MAHARAJA OF MYSORE.

- - -

Order-

Questions relating to the organisation of the Mysore Civil Service have been under the consideration of Government for some time past. The Civil Service rules as they now stand were issued more than eleven years ago, and during this period several orders affecting the strength composition and prospects of this service have been passed, calling for a re-examination of the rules and their modification in important respects.

2. Under the original Civil Service rules issued in the year 1891, the Mysore Civil Service consisted of officers holding the following appointments:-

Assistant Commissioners including those attached to the Secretariat, as well as those who may be lent to the Survey, Police or other Departments;
Sub Division Officers (Revenue);
Town Magistrates;
Sub Judges and Registrar, Chief Court;
Deputy Commissioners;
District Judges;
Under Secretary; &
Chief Secretary.

The rules provided for future admissions being made by selection of candidates through a competitive examination open to all India, as well as by nomination, the candidates thus selected being enrolled as Probationary Assistant Commissioners and confirmed as Assistant Commissioners after undergoing certain departmental and other tests during the period of probation.

No distinction was made between the executive and the judicial branches, both of which, on the analogy of the Indian Civil Service rules, were open to Assistant Commissioners, and the cadre of the Civil Service "was fixed with reference to the requirements of the general - executive and judicial service and the headquarter offices and loan to Survey and Police Departments." Subsequently, in the year 1894, a separate grade of Extra Assistant Commissioners on salaries on a lower scale was created to meet the cases of officers of the general line who, though not qualified to be admitted to or retained in the Civil Service, had rendered in the subordinate grades ~~long and~~ meritorious service deserving of recognition. A grade of Senior Assistant Commissioners was also created in lieu of the grade of Sub Division Officers which was abolished. No substantial modification was made in these rules till 1906 when (1) the minimum period in which an Assistant Commissioner could rise to the first class was raised from six to ten years; (this was subsequently further raised to 14 years) (2) but at the same time candidates recruited by competition (A Schedule) were given a more favourable scale of increment than that for candidates entering service by nomination or by promotion from the lower ranks (B Schedule); (3) the - grade of Extra Assistant Commissioners was abolished; and (4) appointments in the Excise, Survey, Police and Accounts Departments were also brought within the scope of the Civil Service. The Civil Service scheme again came

under revision in 1912 and 1913 and in the result the appointments of Subordinate Judges were removed from the Civil Service cadre, every alternate vacancy among them being, however, declared open to Assistant Commissioners and recruitment to the Civil Service was confined to natives of Mysore.

3. During the eleven years that have elapsed since the rules were last revised, there have been further important changes. The disparity between the two Schedules in the matter of promotion was completely removed and the prospects of both classes of officers equalised by fixing the same period of 14 years (inclusive of the period of probation) for rising to the first class. The scheme of separation of judicial and executive functions was introduced in 1918 and magisterial appointments have been thrown open to the members of the civil judicial service and to the members of the bar as well as to the Civil Service. In 1920, the rule throwing open alternate vacancies among Subordinate Judges to the members of the Civil Service was abrogated. The several retrenchment orders issued during the years 1921 and 1922 have affected the strength of the gazetted staff in the several Departments manned by the Civil Service. Recently all Assistant Commissioners who were hitherto in five classes on Rs.250,300, 350, 400 and 450 rising from class to class after three years' approved service, have been placed in one class on Rs.250 rising to Rs.450 by annual increments of Rs.25, thereby reducing the time taken to

reach the first class from 14 to 10 years inclusive of the period of probation.

4. According to the orders now in force, the scale of appointments of Assistant Commissioners in the Mysore Civil Service (including Senior Assistant Commissioners) is 70 and these are mainly distributed between the General administration and the Revenue, Excise, Survey, Police, Magisterial and Accounts Departments. Owing to a large proportion of these officers being drafted for special appointments, a correspondingly large number of acting appointments have been made and there are at present as many as 19 men who are classed as provisionally permanent, sub-pro-tem or acting, some of whom have been in the Assistant Commissioner~~'s~~ grade but without confirmation for ~~over~~ more than five years. - Further, besides the permanent and acting Asst. Commissioners, a special class of officers has been constituted who have been given the rank and status of Assistant Commissioners but without the incremental scale of pay of Asst.Commissioners

5. The present state of affairs is unsatisfactory in several respects. The amalgamation of the departmental cadres which was effected in 1906 has affected the homogeneity of the Civil Service and led to difficulties in allocating officers to its several branches. Junior officers are frequently transferred from one department to another, with the result that there is lack of continuity in training and in the exercise of responsibility, and consequently

difficulty is experienced in selecting suitable candidates for the higher administrative appoint ments. The Heads of some of the special Depart-ments have from time to time urged the necessity of making those departments self-contained, and dissociating them from the Civil Service. Such a complete separation, however, is undesirable, as ~~it will~~ tends to lower administrative efficiency and provide the best brains for all depart-ments, but at the same time, the present practice of including all superior appointments in the Civil Service affords little or no scope for advancement to deserving officers in the sub-ordinate ranks of the several departments.

6. Government have carefully considered this question in all its aspects and are of opinion that it is necessary to form a non-Civil Service cadre (as has already been done in the case of the General and Revenue Secretariat and the Accounts Department) and thus give adequate opportunity to deserving subordinates of each department to rise to higher positions in them; and that the function of the Civil Service should be to provide a trained staff for general administrative work and to maintain a high standard of efficiency in all departments. Instead of being a mere combination of several cadres, the Civil Service will in future consist mainly of officers in the general administration and in the Revenue Department and a few posts only in the other departments will be included in the Civil Service cadre to keep up the tone of those departments at a high level as well as to afford

scope for varied training to civilian officers.

7. Applying these principles and taking into consideration the requirements of the main allied departments of administration, Government are now pleased to re-distribute the gazetted posts in the several departments and fix the Civil Service cadre as follows:-

Revenue Deptt.

8. The gazetted staff of the Revenue Department will mainly consist of Civil Service officers. In order, however, to provide for promotion to members of the subordinate ranks who have rendered long and meritorious service deserving of recognition but who are ineligible for admission into the Civil Service, a few posts in the gazetted ranks will be reserved for them. These will be outside the cadre of the Civil Service and the incumbents will not be styled "Assistant Commissioners" but will be known as Sub Division Officers or District - Treasury Officers according to the charge they hold. Seven such posts will be thus reserved. One of these seven appointments will carry the pay of a Senior Assistant Commissioner, provided an officer who has reached the maximum pay of an Assistant Commissioner is available for promotion to this grade. The number of appointments in the Revenue Department now held by Assistant Commissioners is 27. Excluding seven posts reserved for non-Civil Service officers, the number of appointments to be held by Asst. Commissioners of the Civil Service will be 20. The appointments of Deputy Commissioners are

~~already~~ included in the cadre of the Civil Service. The appointment of Revenue Commissioner will also be now included in the cadre.

General Administration.

9. The appointments of Registrar of the General and Revenue Sectt. and one of the Assistant Secretaries to Government will be open to the ministerial staff of the Secretariat. Of the remaining 6 appointments of subordinate Secretariat offices, five (One Under Secretary and four Assistant Secretaries) will be reserved to the Civil Service. It will ~~however~~ be open to Government to appoint a non-Civil service Assistant ~~Secretaries~~ Comptroller as Asstt. Secretary to Govt. against one of the posts of Assistant Secretaries reserved to the Civil Service. In such a case, his place in the Comptroller's office will be filled by an officer of the Civil Service. The remaining one place of Assistant Secretary will be filled by an officer of the Civil Service or ~~by an official~~ of the Judicial or any other Department. The appointments of Chief Secretary ~~Secretary~~ and Revenue Secretary to Govefnment are ~~already~~ included in the Civil Service. The appointment of Local and Legislative Secretary will ordinarily be held by a Civilian but when an officer of the Judicial Department is appointed to that post, the vacancy in ~~that~~ Dept. will be filled by the appointment of an officer of the Civil Service. The appointment of Asstt. Private Secretary to H.H. the Maharaja is already included in the Civil Service Cadre. The apptt. of Private Secretary to the Dewan which is now outsid the cadre will also be now included.

Excise Department.

10. Out of 4 appointments now existing, viz., the Headquarter Asstt. to the Excise Commissioner and 3 Dist. Excise Officers, 2 are held by officer of the Civil Service, and 2 by men promoted from the subordinate

The appointment of Headquarter Assistant to the Excise Commissioner (who is also Assistant to the Income-tax Commissioner and Inspector-General of Registration) will continue as a Civil Service post. When the scheme of judicial separation is introduced into all the districts, there will be no District Excise Officers; but in order to provide an opening to the members of the subordinate executive staff of the Excise Department, the two gazetted non-Civil Service appointments in this Department will be continued. So long as the existing organisation continues, two posts will be treated as Civil Service appointments and the remaining two as non-Civil Service ones. The appointment of Excise Commissioner will also þ now be included in the cadre of the Civil Service.

Survey and Settlement Deptt.

11. Under the orders hitherto existing the number of appointments of Assistant Superintendents is five, plus one temporary. There are also, Sub Assistant Superintendents (two permanent and two temporary) besides an Office Assistant. All appointments of Assistant - Superintendents are included in the Civil Service cadre. Actually, however, two of the gazetted appointments are held by officers who have been only given the rank and status of Assistant Commissioners. Recently, owing to ~~reduction of work~~ retrenchment in the Department the number of Assistant Superintendents has been reduced by two. There has also been a reduction in the number of Sub-Assistant Superintendents by two. The number of subordinate gazetted officers now required

for the Department, excluding the Office Assistant, is six. The total number of officers of the Department exclusive of the Superintendent and Deputy Superintendent will accordingly be fixed at seven, viz., six posts of Assistant Superintendents and one of Sub Assistant Superintendent. Of the six Assistant Superintendents' posts, three will be held by civilians and three by men promoted in the Department. The appointment of Deputy Superintendent of Revenue Survey will be open to officers of the Civil Service as well as to the non-civilian Assistant Superintendents of the Department. The appointment of Superintendent may similarly be filled either by an officer of the Civil Service or by the promotion of the Deputy Superintendent, although he may not belong to the Civil Service.

Police Deptt.

Exclusive of the Superintendent of the Kolar Gold Fields, there are ten officers in the grade of Superintendents of Police (including the Headquarter Assistant to the Inspector-General). There are, in addition, seven Assistant Superintendents of Police. All the appointments of Superintendents of Police (except that of the Superintendent of Police, Kolar Gold Fields) are now Civil Service appointments. With a view to provide adequate openings for the subordinate ranks of this important service, Government are pleased to direct that only <u>four</u> posts of Superintendents of Police be reserved for the Civil Service and the remaining <u>six</u> posts <u>placed on a non-Civil Service cadre</u>. The post of Superintendent of Police of the Kolar Gold

Kolar Gold Fields will continue as a special appointment outside the regular cadre. As it is considered necessary to give training in Police work for about one year to every - junior civilian posted to the Police Department before he is appointed as District Superintendent, Government are further pleased to direct that one post be added to the cadre of Civil Service appointments in the Police Deptt. to provide for such training. The appointment of Inspector-General of Police will also be now included in the cadre of Civil Service. The non-Civil Service appointments in the Department will consist of six posts of Superintendents (excluding Superintendent, K.G.F.) and seven posts of Assistant Superintendents. Of the six non-civilian Superintendents' appointments, one will be designated "Senior Superintendent of Police" and will have the same scale of pay as Senior Assistant Commissioner, provided an officer who has reached the maximum pay of Rs.450 is available for promotion to this grade. Recruitment to the non-Civil Service posts will either be by promotion from the subordinate ranks or by the appointment of men recruited directly to the Police Department as probationers. Separate orders will be issued on the subject.

Accounts Department.

13. The number of appointments of - Assistant Comptrollers is eight besides certain temporary appointments for deputation to other departments. Of these five are Civil Service appointments and the remaining three

are open to the accountants of the Comptroller's office. The amalgamation of the Accounts Department with the general Civil Service and the reservation of the bulk of the appointments of Assistant Comptrollers to the Civil Service has not worked satisfactorily in practice. The Department requires special training extending over a long period and the transfer of the Civil Service Assistant Comptrollers, who are now holding the majority of the Assistant Comptrollers' posts, to the general service seriously affects the work of the Department. The Government now direct that the Accounts Department be constituted as a separate service and that only three places of Assistant Comptrollers be reserved to the Civil Service. The posts of Deputy Comptroller and Auditor, Mysore Railways, will be open to civilian as well as non-civilian Assistant Comptrollers; but one of these two posts will ordinarily be filled by a non-civilian. The post of Comptroller will similarly be open to officers of the Civil Service as well as to a non-Civil Service Deputy Comptroller or Auditor. As in the case of the Police Department, recruitment to the non-Civil Service posts in the Accounts Department will be either by promotion from the subordinate ranks or by the appointment of men recruited directly for the Department as probationers or through open competition.

Judicial Department.

14. As regards appointments in the Civil Judicial line, as already indicated when a District Judge or a Subordinate Judge is appointed as Local and Legislative Secretary one place of District Judge or Subordinate Judge will be taken by a Civilian. Government will also, in consultation with the Chief Court, arrange for the training of one junior Civilian at a time, who is a graduate in Law, in Civil Judicial work by posting him as Munsiff for a period of three years. As regards the Magisterial branch, with a view to enable the officers of the Civil Service to obtain training in Magisterial work which is essential in order to fit them for higher administrative functions, four appointments of 1st grade Special Magistrates and four of 2nd grade Magistrates will be reserved for the Civil Service.

Municipal.

15. Two posts of Chief officers of the City Municipalities are now included in the cadre of the Civil Service. With the appointment of a Municipal Commissioner for the Bangalore City, the post of the Chief Officer has been virtually abolished. The appointment of Municipal Commissioner of the Bangalore City and of Chief Officer of the Mysore City Municipality will be open to but not included in the cadre of the Civil Service.

Income-tax.

16. The appointment of Deputy Commissioner of Incometax will be included in the Civil Service cadre while the appointment of Incometax Asstt. Commissioner will be a non-Civil Service post reserved for officers of the Dept. with a view to afford an incentive to good and honest work among the Inspectors and Accountants of the Dept.

Co-operation.

17. There are now four Asstt. Registrars of Co-operative Societies one of

them being a member of the Civil Service. This arrangement will be continued and one place of Assistant Registrar will be included in the cadre of the Civil Service. The post of Registrar will ordinarily be held by a Civilian, but will not be reserved to the Civil Service.

Special appointments. 18. Besides the above there are a number of special appointments in various departments which are at present held by officers selected from the Civil Service. Such appointments are:-

The Govt. Director, Mysore Iron Works,
" Genl. Supdt., -do-
" Superintendent, Sandal Oil Factories,
" -do- of Sericulture,
" -do- Bangalore Central Jail,
" Personal Asstt. to the Chief Commandant,
" Secretary, Stores Purchase Committee,
" ~~P.A.~~ Personal Asstt. to H.H. the Yuvaraja.

Though these appointments are not reserved to the Civil Service and any one of them may hereafter be filled by non-Civilians not less than half of these are likely to be always held by Civilians. Accordingly four places will be added to the cadre of the Civil Service for providing for such appointments.

19. According to the orders contained in the preceding paragraphs the apptts. to be reserved to members of the Civil Service in the several Department will be as follows:-

	No. of officers of the grade of Asstt. Commrs. (including Senior Asstt. Commissioners)	No. of officers of grade higher than Assistant Commissioners.
General Administration.	1 Under Secretary *4 Assistant Secretaries, 1 Private Secy to Dewan,	1 Chief Secretary, (a) 1 Local and Legis. Secy. 1 Revenue Secretary, 1 Asstt. Secy. to H.H. the Maharaja (a)
Revenue, ...	20 Assistant Commrs.	1 Revenue Commissioner, ~~Eight~~ Deputy Commrs.
Excise, ...	1 Headquarter Asstt. to the Excise Commr. 1 Dist. Excise Officer,	1 Excise Commissioner.

Survey ...	3 ~~Three~~ Asstt. Supdts.	
Police ...	4 ~~Four~~ Supdts. of Police	1 I.G. of Police,
Accounts	1 Asstt. Commr. under Training, Three Asstt. Comptrollers ~~(*)~~ (*)	
Judicial (a), (b) ... ~~(a) and (b)~~	4 ~~Four~~ ~~1st~~ first Grade Magistrates, 4 ~~Four~~ ~~2nd~~ second grade Magistrates.	
Co-operation	1 Asstt. Registrar,	
Incometax,		1 Deputy Commissioner of Incometax. @
Special appointments.	Four.	
	52	16
	Total 68.	

NOTES ~~(X)~~ (*) ~~(XX)~~ ~~(*)~~ It is open to Govt. to fill one of the four posts of Assistant Secretaries by the appointment of a non-Civil Service Asstt. Comptroller. In such case the place of Asstt. Comptroller thus vacated will be filled by a ~~Civil~~ Assistant ~~Comptroller~~ Commissioner

(2) If one more place of Assistant Secretary which is open to Civilians as well as to officers of other Departments is filled by a Civilian this will come out of the reserve provided for below.

(3) These posts are now held by officers above the grade of Assistant Commissioner, but they may also be held by Asstt. Commissioners.

(4) (a) If the place of Local and Legislative Secy. is held by a District Judge or Subordinate Judge, one place of Dist. Judge or Subordinate Judge will be held by a Civilian.

(5) (b) When a Civilian is posted as Munsiff, this will come out of the reserve provided below.

The reserve of two officers now provided in the cadre of Asstt. Commissioners for temporary posts, deputations and leave, is found to be totally inadequate and this has led to the creation of a large class of officers who act as Assistant Commissioners for long periods without any prospect of ~~only~~ confirmation, ~~but~~ with a view to make adequate provision in the cadre for officers on leave and deputation and for those employed in higher employments not reserved to the Civil Service, the

reserve will be fixed at eight and the total cadre of the Civil Service will ~~be~~ accordingly ~~fixed at~~ 76. Whenever a temporary vacancy occurs in the Civil Service owing to the insufficiency of the reserve, or the deputation of men to special appointments in excess of the number provided in the cadre, an additional appointment outside the Civil Service may be made as against such a vacancy. (No such appointment will be made when any member of the reserve is available.)

20. The 52 posts of Asstt. Commissioners include ten appointments of Senior Asstt. Commissioners on a salary of Rs.500 rising to Rs.600 by annual increments of Rs.50. These appointments will be fille on the ground of seniority and merit, by promotion of Assistant Commissioners who have reached the maximum pay of Rs.450. The four posts of 1st grade Magistrates and the post of Under Secretary will ordinarily be held by Senior Asstt. Commissioners. The remaining officers ~~x~~ in this grade may be posted to any of the charges reserved for Asstt. Commissio ers. (~~Ordinarily they will be appointed to the charg of important Sub Divisions.~~)

21. The following higher appointments will be ope to members of the Civil Service but not reserved to that service:-

Financial Secretary to Government,
Comptroller to Government,
Auditor, Mysore Railways,
Survey Superintendent,
Deputy Supdt., Revenue Survey,
Registrar of Co-operative Societies,
Inspector General of Education,
Director of Industries and Commerce,
Secretary to the R.A. and L.C.
Municipal Commissioner, Bangalore City.

22. The following is a schedule of gazetted appointments that will ordinarily be filled by promo-

from the subordinate ranks in the several Departments

Omit. see para 9

General Administration.

Asstt. Secretaries ~~and Registrar~~, one Asstt. Secretary — 1
& Asstt. Director — 2

Revenue.

Sub Division Officers and Treasury Officers,	...	7

Excise

District Excise Officers,	...	2

Survey.

Asstt. Supdts. of Survey	....	3 (besides one post of Sub-Asstt. Supdt)

Police

Supdts. of Police,	6 (besides one post of Spl. Supdt. K.G.F. and 7 posts of Asstt.Supdts.)

Accounts,

Assistant Comptrollers,	...	5 (besides temporary appointments

Incometax

Incometax Asstt. Commissioner,	1

Co-operation

Assistant Registrars.	3
Total	29

The non-Civil Service posts have been created in order to afford scope to subordinates of proved merit combined with initiative and enthusiasm for work to rise to positions of trust and responsibility in their own departments. The pay of such officers will ordinarily be the same as for civilians doing the same class of work except in the case of the Incometax and Excise Departments and the Department of Co-operation in which the highest pay of a non-gazetted subordinate is below Rs.200. The pay of the six gazetted non-Civil Service appointments in these Departments will

be fixedat Rs.200-25-450 ~~xxxxx~~ while the pay of the remaining 23 appointments in the above schedule will be fixed at Rs.250-25-450 as in the case of Asstt. Commissioners in the Civil Service, with the proviso that one post in the Revenue Dept. and one in the Police may carry a pay of Rs.500-50-600 as indicated in paragraphs 8 and 12 supra.

Methods of Recruitment to the Civil Service.

23. The existing methods of recruitment are competition, nomination and promotion from subordinate grades. In regard to the admission of candidates by competition the present rules do not require any change. The examination will be confined to candidates who are subjects of H.H. the Maharaja by birth or domicile. The system of nomination will also continue and be combined with the scheme of promotion from subordinate grades. Nominations will be made by H.H. the Maharaja both of persons not already in the service and of specially qualified officers of subordinate ranks in the several departments who are graduates. With a view to ensure that the Civil Service may be a homogeneous group consisting of men with similar outlook and training with the prospect of rising to the highest administrative posts, no one who is above 32 years of age will be admitted to the Civil Service by nomination; and all persons so nominated whether from the subordinate ranks or otherwise shall be first enrolled as Probationery Assistant Commissioners as in the case of those recruited by competition. The scheme of selection of officers from the subordinate ranks for admission to the Civil Service by nomination will be independent of the system of promotion from these ranks to the several non-Civil Service posts now created.

24. As regards the examinations to be passed by the gazetted officers both Civil Service and non-Civil Service, the following changes in the existing rules are ordered:-

No Probationary Assistant Commissioner in the Civil Service will be confirmed ~~as Assistant Commissione~~ as Assistant Commissioner until he has passed the Revenue Higher, Criminal Higher and Accounts Lower tests and every Assistant Commissioner will be required to pass the ~~Civil~~ Civil (Parts I and II) examination before he is given his first increment. The existing rules regarding the training of Probationary Assistant Commissioners will continue without alteration. As regards the non-Civil service gazetted posts the qualifying tests for the several departments will be as follows:-

Gen. and Rev. Sectt.			Revenue Higher, Criminal Higher, Accounts Lower,
Revenue,	...	...	Revenue Higher Criminal Higher, Accounts Lower,
Excise,	...	...	Criminal Higher, Accounts Lower, Excise,
Survey	...	...	Revenue Higher, Accounts Lower,
Police,	...	...	Criminal Higher
Accounts,	...	...	Accounts Higher, Govt. of India Examn. for Accounts officer
Incometax	...	...	Accounts Lower, Incometax
Co-operation,	...	...	Civil Part II Accounts Lower.

Govt. may for special reasons exempt ~~an~~ an officer of the subordinate ranks considered otherwise fit for promotion to non-gazetted civil service posts from passing any of the above tests.

25. As the Civil Service will continue to furnish a

proportion of the officers required in the several departments, such as Police, Survey, Accounts, etc. it becomes necessary to lay down some rules to regulate their employment in those departments. On the one hand, it is necessary to avoid premature specialisation and on the other it is desirable that officers posted to special departments should be kept in them sufficiently long to pick up experience and be of real use there though not so long as to render impossible their retransfer to the general line. The Govt. will have the option of posting a Civilian to any Civil service post in any of these departments, but no Assistant Commissioner will ordinarily be posted for duty outside the Revenue department until he has put in two years' service after confirmation in the Revenue department or as a Special Magistrate. This rule will not however apply to the case of an Asstt. Commissioner deputed for training in the Police Dept. and a Civilian who has undergone training in the Police Dept. may be appointed to a post of Supdt. of Police without having worked in the Revenue Dept. or as Special Magistrate. Every officer thus drafted to a special department shall ordinarily remain in such department for not more than four years.

Schedules A & B.

26. Govt. have now reviewed the entire position and indicated the lines of their future policy. The effect of the above decisions will be to make the Civil Service a Corps d'elite for general administrative work, to confine recruitment to the best men available, to make the several other departments practically self-contained by providing adequate prospects for the subordinate officers in them and to place all men admitted to the Civil Service cadre, however recruited, on a uniform footing as regards pay and pros-

prospects, There is now no need to maintain two separate lists of Assistant Commissioners and the A and B schedules will accordingly be ~~absorbed~~ amalgamated into one list in future.

27. There now remains the case of officers given the rank and status of Asstt. Commissioners. The ~~xxxxxxxxxx~~ phrase really means nothing more than that the officers are given a gazetted rank, -an object whichcan be achieved without constituting them into a separate class. The system of placing them in a separate class of their own is not based on any sound principle and it will be accordingly abolished, all the officers now borne on that list being treated as gazetted officers in their respective departments, the nature of their tenure (Permanent or temporary) and their pay being regulated by the existing orders in each case.

Chief Secretary to Govt.

Confidential

CD 1632

D.O.No.429 GAD

Office of the Comptroller in Mysore,
Bangalore, 7th April 1924.

Dear Sir,

With reference to your D.O.No.3125/C.B. dated 21st March 1924 regarding the reorganisation of the Civil Service, I beg to state that in addition to the changes affecting the cost specified therein the following items have also to be taken into account:-

(1) The number of officers in the Police Department has been raised by one due to the posting of one Assistant Commissioner for training.

(2) The number of Assistant Superintendents of the Revenue Survey and Settlement Department has been increased by two as it is proposed to have three Civil Service and three non Civil Service Assistant Superintendents besides one Sub Assistant Superintendent against the present strength of three plus one temporary Assistant Superintendent and two Sub Assistant Superintendents (excluding the retrenchments referred to in para 11 of the draft order).

(3)

(3) The difference of pay between the minimum pay and actual cost of the appointment of six additional Reserve Officers.

The reduction in the number of appointments of Special Magistrates thrown open to officers of the Civil Service viz., two officers does not result in any savings as the two appointments are not abolished but thrown upon to other services.

In this connection it is for consideration how many of the appointments of Special Magistrates have actually to be filled up pending the introduction of separation scheme in the remaining three districts.

The financial effect of the changes indicated in the draft order is a net increase of Rs2,734-7-0 per mensem to the permanent recurring expenditure as detailed below:-

1. Difference due to revision of pay of 2 District Excise Officers	Rs183- 5- 4
2. do Assistant Registrar of Co-operative Societies (3)	Rs158- 5- 3
(1)	76-10- 8
3. do. Assistant Commissioner, Income Tax	102-12- 5
4. Pay of Assistant Commissioner under training in Police Department (Vide para II i. supra) ...	376-10- 8

5. Difference between the pay of two Assistant Superintendents Revenue Survey against one Sub Assistant Superintendent, the other place being retained (Vide para II (2) supra)	Rs376-10- 8 plus Rs190- 0- 0	nil
6. Difference between the pay of the appointment viz., Rs250-25-450 and the minimum pay now incurred viz., Rs250/- (so far as Civil Service is concerned) for the additional six Reserves (Para II (3) supra)	1,060- 0- 0	760-
7. Difference between the pay of Assistant Commissioner and Senior Assistant Commissioner provided for in Police Department ...	210- 0- 0	
Total	Rs2,734- 7- 0	

As regards the reserve to be maintained to provide for officers absent on leave or on other duty, an examination of the Scale Registers shows that there are on an average four officers on leave. In regard to the appointments for which officers of the Civil Service were hitherto drafted and treated as on other duty, provision is made in para 18 of the draft order for four out of eight such appointments being filled by officers of the Civil Service (four places being added to the cadre of the Civil Service for

for the purpose) and the remaining four by non Civilians. Provision is also made in the draft order for the appointments of one Assistant Registrars of Co-operative Societies and Private Secretary to the Dewan being filled by officers of the Civil Service. All these appointments will in future be sanctioned appointments for which no reserve will be necessary. Nothing is stated in the draft order about the appointments of Special Land Acquisition Officer, Krishnaraja Sagara and Accountant, Iron Works, which are now filled by two officers both of whom belong to the Civil Service. Provision has to be made only for leave reserve for which four officers are necessary.

Yours sincerely,

J. Satyanarayana Rao

Comptroller.

K. Matthan, Esq., B.A.,
Chief Secretary to the Govt. of Mysore,
Bangalore.

LSR/7-4

3417-9
C.S. / Encl Dy 14/4/24

Dear Sir,

I am desired to forward herewith a copy of a draft order for in the subject of the ~~fixing the number of~~ non-pensionable appointments belonging to the Mysore Civil Service ~~and also creating a certain number of non-Civil~~ Service appointments in each ~~Department~~ and to request to be favoured with

(1) (2) your views and suggestions
(3) the views and suggestions of the Judges of the Chief Court

on the scheme ~~in general~~ with for it ~~and on the portions~~ relating to the (1) Police (2) Revenue (3) Judicial Department ~~in particular.~~

A very early reply will oblige.

Yours sincerely,

Chief Secretary to Govt.

To

(1) I. G. Of Police in Mysore,

(2) Revenue Commissioner in Mysore,

(3) Registrar, Chief Court of Mysore.

CB.1690

No. 24

OFFICE OF THE
INSPECTOR-GENERAL OF POLICE IN MYSORE

Bangalore, 16th April 1924.

Jer AS Mallam

17/4

In reply to your D.O.No. 3417 of the 14th instant, I would like to suggest that for appointments of Assistant Superintendents of Police it would be well, I think, to introduce a "Selection Grade" of Inspectors from whom Assistant Superintendents should be chosen. This I presume would be looked upon as a Departmental matter and would not affect your re-organization scheme of the Civil Service.

A point however that strikes me is that whereas a Superintendent appointed to the Police Department from the Civil Service proper will, in course of time, get out of the Department into some other appointment and perhaps eventually become the Inspector General of Police an Office appointed as Superintendent in the Force cannot become anything more than a Superintendent unless he too has an opportunity of getting out of it and into some other appointment from which he might hope in course of time to rise to something better and perhaps the Inspector General

ship in the end.

Superintendents appointed direct from the Civil Service are going to have preferential treatment over the other Superintendents in the Force and will only use the appointment as a four year stepping stone to something better. There is bound to be a certain amount of feeling of inferiority in those Superintendents who although they have put in their whole service in the Police, and may possibly be better Police Officers than the Civil-Service-men have no chance of any further promotion.

One way of obviating this would be to make the Police Force a technical Department as it is in British India but I realise that the reply to this would be that in a small State like Mysore it is hardly practicable as there might be stagnation for years in the upper branches.

If anything can be done to improve the future prospects of Superintendents who are not Civil Servants it would be well. As it is the Inspector General ship will become a preserve of the Civil Service and a really good and capable Police Officer of administrative abilities

OFFICE OF THE
INSPECTOR-GENERAL OF POLICE IN MYSORE

[illegible]

192 .

abilities will never get a chance to rise in his particular line.

Yours sincerely

J. de Bosset

C.S.27/vs.24/1 20/4

C.B. 1707

Confl GOVERNMENT OF MYSORE

Dear Sir

I am directed to refer to your D.O. No. 3418 dt. 14th April re C.B. Civil Services Reorganization. I beg to enclose a brief note as instructed therein.

Yours faithfully
K. Alexander
for K. Nataraj
Chief Secretary to Govt.

Plaintiff's Exhibit P-214

age limit for appointing Munsiffs from practising Lawyers.

The above note is submitted on the assumption that the present hierarchy of officials is proposed to be continued. I am, however, of the opinion (~~vide my note on the question of directing~~ subject as discussed at the meeting of Deputy Commissioners ~~Amildars of Police powers~~) that after the Judicial and Executive functions are completely separated and after non-official Presidents are appointed for all Taluk Boards, there would be no real need for so many ranks of officers and that considerable saving could be effected and at the same time the prestige and usefulness of our Officers improved, if we have only two grades of officers instead of three for District Administration, one of them being Government's agent for one or more Taluks and the other of the District; with some powers of advice and supervision over the Taluk and District Board respectively.

K. Ananda

Revenue Commissioner.

Mg.

N O T E.

The proposed Order marks a return to some extent to the state of affairs prevailing before the Government Order of 1906. The principle of specialisation in one Department and of opening avenues to talented men in that Department by the creation of a non Civil Service cadre in that Department is certainly unobjectionable. Reference is invited to the Revenue Commissioner's Note on Page 17 (subject No.8 discussed at the meeting of Deputy Commissioners etc) Flag F. It was proposed there to reserve the Treasury Assistant Commissioner's posts to deserving men of the ministerial line in the Revenue Department. But the Revenue Department in the draft order has, I think, not been treated as generously as some other Departments (e.g., Police, Co-operation etc.). Revenue is as specialised a Department as the Police. The 6 Police Inspectors on the maximum salary of Rs.150/- and 24 on Rs.100/- and Rs.125/- have six non Civil Service posts to look to (excluding the seven posts of Assistant Superintendents of Police) whereas the Amildars (maximum salary Rs.250/-) have only seven. It may, I think, be assumed that as against 12 men in the 1st class now, there will be roughly about 25 on Rs.250/- in a few years time owing to the revised time scale of pay. And seven vacancies for such a number are not sufficient. It has also to be noted that to the Amildari rank itself recruitment is being permitted from other Departments also, Para 3 of Government Order of 19th May 1923. (Flag P) the proportion of non Civil Service posts thrown open to the Rev Department deserves to be increased by at least 3 more posts eve at the expense of those allotted to some of the other Departments

It may not be easy to give a Magisterial training to all the Assistant Commissioners if only eight places are to be reserved to the Civil Service men as Magistrates.

For nominations to the Civil Service from subordinate rank the age limit may be fixed at 35. This is understood to be the age

(Confdl) CB.1723

D.O. No. 1376 (C)
23-24

CHIEF COURT OF MYSORE

Bangalore, dated 29th April 1924.

Dear Sir,

I am desired to acknowledge the receipt of Mr. Matthan's D.O. letter No.3417-9/C.B. dated 14th April 1924 and your letter No.3478/C.B.116-23 dated the 26th instant re: the furnishing of the views and suggestions of the Judges of the Chief Court on the Civil Service Re-organization Scheme so far as it relates to the Judicial Department.

In reply I am to state that as the Chief Court is closed for the vacation and due the Chief Judge's absence at Madras a reply could not be sent earlier. The question is under consideration and a reply will be sent as early as possible.

Yours sincerely,
Meenakshi Rajagopalachar
29/4/24

To

B. Nagappa, Esq., Bar:-at-Law,
Secretary to Government,
Local & Legislative Depts.,
B A N G A L O R E.

Submitted in Continuation
Dewan's letter No. 3.,- dt 4.8.1924
29/4

3584/GA
Lett 2

22/5/24.

Dear Sir,

With reference to our personal discussion on the 16th instant in regard to the financial aspect of the Civil Service Re-organisation Scheme as communicated in your D.O. No.429/G.A.D. dated the 7th April 1924, I enclose herein a statement showing the extra cost as calculated in your office and as worked out in the Secretariat for favour of further verification and return with your remarks.

2. As regards the reserve, the number provided viz., 8 officers ~~seem quite~~ has been calculated roughly as follows:- ~~necessary~~. There are on the average 4 officers on leave as pointed out in your D.O. letter of the 7th April 1924. In view of the more favourable leave rules sanctioned from 1-1-23 the number of officers on leave is likely to increase. In addition to the leave vacancies, the following appointments which are open to ~~Assistant Commissioners~~ the Civil Service have also ~~to be~~ been taken into account in fixing the reserve.

(i) 4 out of the 8 special appointments mentioned in paragraph 18 of the draft order ~~for~~ which ~~no provision~~ are not ~~has been made~~ included in the Civil Service cadre. but which are open to Asstt Commrs.

(ii) 10 higher appointments open to members of the Civil Service (Vide para 21 of the draft order)

(iii) 2 appointments, one Special Land Acquision Officer, K.R.S. and the other, Accountant, Bhadravati Iron Works mentioned in your D.O. of the 7th April 1924.

6 appts against 4 leave + deputation reserve for

2. ~~For the leave vacancies of the~~ 68 officers included in the Civil Service cadre, ~~and~~ for the 16 appointments referred to above which are also open to the members of the Civil Service, ~~only~~ a ~~reserve of 8 officers have been provided~~.

a reserve of 2 more may make against 4 vacancies

3. This may be kindly treated as urgent and your further remarks and suggestions may be furnished very early.

Yours sincerely,

Chief Secretary to Govt.

T.O.

T. Satyaraja Chetty, Esqr., B.A.,
Offg. Financial Secretary to Govt.

CB.1883

D.O.No.527/GAD 24/12tt. Office of the Comptroller in Mysore,
Bangalore, 31st May 1924.

Dear Sir,

Your D.O. letter No.3584/C.B. dated the 22nd May 1924 regarding the financial aspect of the Civil Service Re-organisation Scheme.

The figures in the statement furnished with your letter have been checked and I note below the results:-

Item 1 - Non-Civil Service
District Excise Officers 2
The value of the appointment
150-10-250 is Rs 261-1-9 and not Rs 237-8-0 as
+ 50 noted in the Secretariat.
(Vide Article 78 II(b) Mysore Service Regulations.)

Item 2 - Non-Civil Service
Assistant Registrars 3.

Secretariat calculation is correct.
(Vide Article 78 III, Mysore Service Regulations.)

Item 4 - Assistant Commission under training in the Police Department.

As the draft order provides for one post being added to the cadre, the actual value of the appointment has to be taken into account for purposes of calculating financial effect. Hence the extra cost has been taken at Rs 376-10-8.

Item 5 - Survey Department

The sanctioned number of Assistant Superintendents and Sub Assistant Superintendents is 5 plus 1 Temporary and 2 plus 2 Temporary respectively. Vide Government Order No.R.15688-89/L.S.6-18-11 dated 6th June 1919.

In para 11 of the draft order it is stated that "owing to retrenchments in the Department the number of Assistant Superintendents has been reduced by two. There has also been a reduction in the number of Sub Assistant Superintendents by two. Consequently there would be left 4 Assistan

Superintendents and 2 Sub Assistant Superintendents including the temporary appointments. The draft order provides for 6 Assistant Superintendents and 1 Sub Assistant Superintendent which results in a reduction of Sub Assistant Superintendents by 1 and an increase of Assistant Superintendents by 2 and the extra cost comes to Rs 566-10-8 as already intimated. If, as stated above, the retrenchments said to have been ordered are not to be given effect to the savings will be the value of 3 appointments of Sub Assistant Superintendents viz., Rs 560-0-0 and not Rs 746-10-8 as noted by Secretariat.

Item 6 - Reserve.

The extra cost is only Rs 760/-.

Item 7 -

For gauging the financial effect the difference between the value of the appointment of Senior Assistant Commissioner and that of an ordinary Assistant Commissioner has to be taken and hence the excess cost has been taken as Rs 210/-

The net result will be an extra cost of Rs 2234-7-0 if the Retrenchments in the Revenue Survey Department are taken into account and Rs 1,107-12-4 per mensem if they are ignored.

As for increasing the reserve in respect of the appointments referred to in paragraph 2 of your letter, I may observe that -

(1) the four out of eight special appointments mentioned in para 18 of the draft order are already included in cadre (Vide para 19 of the draft order)

(2) in regard to the ten appointments mentioned in para 21 of the draft order and the two appointments of Special Land Acquisition Officer, Krishnaraja Sagara and Accountant, Bhadravati Iron Works, if

as you informed me in person one-fourth of the number of these appointments may be taken to be always held by Civilians three more appointments may be added to the cadre as has been done in the case of the four Special appointments out of eight mentioned in para 18 of the draft order and the total number raised from 68 to 71.

The statement received with your letter is herewith returned.

Yours sincerely,

T. Satyanarayana

Comptroller.

31/5

To

K. Matthan Esq., B.A.,
Chief Secretary to the
Government of Mysore,
Bangalore.

CV

	Items.	Present pay	Average cost.	Proposed pay	Average cost	Extra cost as calculated in Sectt	Extra cost as per Comptr.	Remarks.
1.	2 Non-Civil Service Excise Officers.	150-10-200 + 50	237½ x 2 Rs.475.	200-25-450	352-12-5 705-8-10	230-8-10	183-5-4	183-5-4
2.	3 Non-Civil Service Asst. Registrars.	250-50/3-450.	350 x 3 Rs.1050	200-25-450	352-12-5 1058-5-3.	8-5-3	158-5-3.	8-5-3
3.	1 Civil Service Asst. Registrar.	do.	350	250-25-450	376-10-8	26-10-8	76-10-8	26-10-8
4.	Pay of 1 Asst.Comr. under training in the ~~Police~~ Hqrs Deptt.	Nil.	..	250-25-450	352-12-5	300-0-0	376-10-8	As only a Junior Asst. Comr. will be under training in the Police Deptt. the extra cost is taken as Rs.300 p.m. roughly.
5.	Survey Department. 6 Asst. Supdts.	250-25-450	376-10-8 x 6 2250-0-0.	250-25-450	376-10-8 x 6 2250-0-0	Rs. 746-10-8	Rs. 566-10-8 (a)	376-10-8 — 560-0-0
	1 Sub Asst.Supdt.	150-25/2-200.	186-10-8 x 5, 933-5-4	150-25/2-200.	186-10-8	-560-0-0		
6.	Reserve	250-25-450	376-10-8 x 2 753-5-4.	250-25-450	376-10-8 - 250-0-0 126-10-8 x 8	760-0-0	1060-0-0	760-0-0

	Police Deptt. (Non-Civilian)	.. ..				
8.	Senior Sub Divn. Officer. (Non-Civilian)	.. ..	500-50-600	586-10-8	136-10-8 / 210-0-0 (B)	210-0-0
9.	Senior Asst. Comrs. number reduced from 11 to ~~10~~ 9.	.. ..	500-50-600	,,	136-10-8 ...	210-0-0
		.. ..	,,	,,	~~136-10-8~~ 273.8-4 / 420	420-0-0
				Total extra cost ...	Rs. 818--5-2 2734-7-0	~~1,107-12-4~~ 987-12-4

1107-12-4 × 12 = 13293-4-0

(A) The sanctioned number of Asst. Supdts. is 6. Owing to recent retirements, etc. the number of Asst. Supdts. actually in the Department has been reduced ~~xx~~ but it is intended to fill up these sanctioned posts, the reductions being made in the number of Sub Asst. Supdts.

(B) The difference between the average cost of the appointment and the maximum pay of Rs.450 is taken as the extra cost, as only officers who are drawing the maximum pay of Rs.450 are eligible for promotion to the special grade of 500-50-600.

CONFIDENTIAL.

CHIEF COURT OF MYSORE

Current 1376/23-24. *Bangalore, dated* 16/18th June '24.

CB. 1953.

Dear Sir,

With reference to your confidential D. O. No.3419/C.B. dated the 14th April 1924 requesting to be furnished with the views and suggestions of the Judges of the Chief Court on the draft -- Scheme relating to the organisation of the Mysore Civil Service in so far as it relates to the Judicial Department, I am desired to forward herewith the accompanying copy of a Minute embodying the opinion of the Judges in the matter.

Yours sincerely,

Meenakshi Sundaram Chetty
18/6/24

To

K. Matthan, Esq., B.A.,

Chief Secretary to Govt.,

B A N G A L O R E.

TKV.

CONFIDENTIAL.

Chief Court of Mysore,

Bangalore, 18th June 1924.

M I N U T E.

The views and suggestions of the Judges of the Chief Court are desired by Government on the draft scheme for the re-organization of the Mysore Civil Service, in so far as it relates to the Judicial Department.

2. The first point that strikes one on going through the draft is the omission of all reference to the place to be assigned to officers of the Judicial Department in the scheme of the Civil Service. District Judges and Subordinate Judges have up to now been invariably recognized as members of the Civil Service. Munsiffs have not been definitely included; but their pay and position have been gradually assimilated to those of Assistant Commissioners.

3. The draft order (para 6) confines the Civil Service mainly to officers in the general administration and in the Revenue Department (with a very few additional posts in other departments). Para 19 specified the appointments to be reserved for members of the Civil Service in the various departments; para 21 refers to certain appointments open to, but not reserved for, that service; para 22 gives a schedule of gazetted appointments which will ordinarily be filled by promotion from the subordinate ranks in the several departments.

4. There is no mention made of civil judicial appointments under either of these categories. Their exclusion from the cadre of the Civil Service leads to the inference that they are no longer (subject to certain exceptions) to be open to recruitment from members of the Civil Service. This is as it should be, and will tend to make the Judicial

Department

Department, like the other departments, practically self-contained. The Judges take this opportunity of saying that, in their opinion recruitment to the Judicial Service, whether in the civil judicial or in the magisterial line, should be confined to - - qualified men specially selected on account of aptitude and capacity; and promotions should ordinarily be in the regular line, from a lower to a higher - grade or office, and confined to men who have shown distinct capacity and have a good record of work behind them, with perhaps a very occasional direct recruitment from the bar of practitioners of outstanding merit.

5. It is not clear what the intention of Government is as to the rank and position to be given to officers of the Judicial Department in the hierarchy of the Service as a whole. Are they to be given in any respect whatsoever a lower status than corresponding officers of the general and revenue departments? The Judges cannot imagine that this is a deliberate feature of the new Scheme; if it were, they would not hesitate to raise against it an emphatic protest. To restrict the cadre of the Civil Service to certain appointments only is one thing; but it is quite a different thing to place the officers of the Judicial Department, particularly Sub Judges and District Judges, on a lower level (as regards position and privileges) than they have been hitherto occupying, as compared with officers of corresponding status in the new Scheme of the Civil Service.

There is no such proposal 6

6. It

6. It is stated in para 9 of the draft, and in footnote (4) (a) to para 19, that when an officer of the - - Judicial Department (a District Judge or Subordinate - - Judge) is appointed to the place of Local and Legialative Secretary, the vacancy in the Judicial Department will be filled by the appointment of an officer of the Civil Service. This proposal appears open to objection on more grounds than one. The selection of a Judicial Officer, as an exception to what is described as the ordinary rule in this respect, implies that there is at the time no civilian officer qualified and available for the place of Local and Legislative Secretary. The object of the selection is thus to secure efficiency for the Secretariat; but it does not confer any particular advantage on the Judicial Department, but on the contrary is a distinct disadvantage if the place of the judicial officer so selected is to be filled by a civilian officer, who ex hypothesi is not quite eligible for the place of Legislative Secretary (or he would have been selected for the post) and who prima facie must be less qualified for the technical and difficult place of Subordinate Judge or District - Judge than men who have specialised for judicial work and been continuously trained and engaged for a number of years in the administration of justice. Such a course, besides leading to inefficiency, is also calculated to produce reasonable and justifiable discontent and heart-burning among the subordinate members of the Judicial Department. Rather than that such results should ensure, the Judges would not object to the entire elimination from the Scheme, if the Government feel so disposed, of the provision for the selection of a judicial officer for the Secretariat. In this connection we may observe, adapting the remarks

made

made by the Chief Court in October 1917 in connection with the question of interdepartmental transfers, that the cadre of Subordinate Judges and District Judges being numerically so much smaller than that of the Civil Service, it should not be necessary; if it is found desirable to fill a vacancy in the Civil Service by the selection of a Subordinate Judge or District Judge, to create another vacancy by transferring to his place an officer from the Civil Service. The place may without injustice be left to be filled like any other vacancy caused by promotion in the department itself.

* Vide Chief Court Registrar's letter No R.O.S.C 426/1916-17 dated 19th October 1917.

7. The above observations will apply mutatis mutandis to the selection of a Munsiff or other officer of the Judicial Department for the place of Assistant Secretary, though no express provision is made in the Scheme for the transfer of a civilian to take the place of such officer.

8. In the view that the Judges take of the matter, and on the principle that the Judicial Department should be a self-contained one, there does not appear to be any need or occasion for the training of a junior civilian in civil judicial work, as contemplated in para 14. The Judges feel convinced, and trust that the Government will agree with them in this -- that as a rule no one who had not an adequate and up-to-date working knowledge of the civil law, obtained by attendance, observation and practice in Court, can safely be placed in independent charge of a Court; but if the Government still desires it, the Chief Court will arrange for training being afforded to a duly qualified civilian officer by attaching him to some of the more heavily worked courts, where he can learn work

under

under a fairly senior Munsiff and help to clear arrears to some extent. Such occasional deputation intended for a special purpose will not, it is hoped, involve any reduction in the number of places normally available for officers of the Munsiff's grade. An alternative course would be to continue the arrangement now in force, according to which whenever a member of the Civil Service is taken on to the Judicial Department a corresponding - - - appontment is ordinarily made to the Civil Service from the grade of Munsiffs; and as, according to the draft Scheme, there will presumably be always a civilian officer under training, the arrangement referred to would have to be practically a permanent one.

9. The Judges hold strong views as to the necessity, in the interests of the efficient administration of criminal Justice, for placing Magistrates within the administrative supervision and control of the Chief Court to the same extent that officers in the civil branch are now under. This is far from being the case at present. They however refrain from enlarging on the point further, in view of the limited scope of the present reference.

------- 0 -------

"Copy".

Athenios Thogarachari
18/6/24

REGISTRAR.

TKV.

4-24

Proceedings of the Government of H. H.
the Maharaja of Mysore.

...

ORDER No.

. Dated,

Questions relating to the organisation of the Mysore Civil Service have been under the consideration of Government for some time past. The Civil Service rules as they now stand were issued more than eleven years ago, and during this period several orders affecting the strength, composition and prospects of this service have been passed, calling for a re-examination of the rules and their modification in important respects.

2. Under the original Civil Service rules issued in the year 1891, the Mysore Civil Service consisted of officers holding the following appoin ments:--

Assistant Commissioners including those attached to the Secretariat, as well as those who may be lent to the Survey, Police or other Departments;
Sub Division Officers (Revenue);
Town Magistrates;
Sub Judges and Registrar, Chief Court;
Deputy Commissioners;
District Judges;
Under Secretary; and
Chief Secretary.

The rules provided for future admissions being made by selection of candidates through a competitive examination open to all India, as well as by nomination, the candidates thus selected being enrolled as Probationary Assistant Commissioners and confirmed as Assistant Commissioners after undergoing certain departmental and other tests during the period of probation. No distinction was made between the executive and the judicial

branches, both of which, on the analogy of the Indian Civil Service rules, were open to Assistant Commissioners, and the cadre of the Civil Service was fixed with reference to the requirements of the general executive and judicial service and the head-quarter offices and loan to Survey and Police Departments." Subsequently, in the year 1894, a separate grade of Extra Assistant Commissioners on salaries on a lower scale was created to meet the cases of officers of the general line who, though not qualified to be admitted to or retained in the Civil Service, had rendered in the subordinate grades meritorious service deserving of recognition. A grade of Senior Assistant Commissioners was also created in lieu of the grade of Sub Division Officers which was abolished. No substantial modification was made in these rules till 1906 when (1) the minimum period in which an Assistant Commissioner could rise to the first class was raised from six to ten years (this was subsequently further raised to 14 years); (2) but at the same time candidates recruited by competition (A Schedule were given a more favourable scale of increment than that for candidates entering service by nomination or by promotion from the lower ranks (B Schedule); (3) the grade of Extra Assistant Commissioners was abolished; and (4) appointments in the Excise, Survey, Police and Accounts Departments were also brought within the scope of the Civil Service. The Civil Service scheme again came under revision in 1912 and 1913 and in the result the appointments of Subordinate Judges were removed from the Civil Service cadre, every alternate vacancy among them being, however, declared open to

Assistant Commissioners, and recruitment to the Civil Service was confined to natives of Mysore.

3. During the eleven years that have elapsed since the rules were last revised, there have been further important changes. The disparity between the two Schedules in the matter of promotion was completely removed and the prospects of both classes of officers equalised by fixing the same period of 14 years (inclusive of the period of probation) for rising to the first class. The scheme of separation of judicial and executive functions was introduced in 1918 and magisterial appointments have been thrown open to the members of the civil judicial service and to the members of the bar as well as to the Civil Service. In 1920, the rule throwing open alternate vacancies among Subordinate Judges to the members of the Civil Service was abrogated. The several retrenchment orders issued during the years 1921 and 1922 have affected the strength of the gazetted staff in the several Departments manned by the Civil Service. Recently all Assistant Commissioners who were hitherto in five classes on Rs.250, 300, 350, 400 and 450, rising from class to class after three years' approved service, have been placed in one class on Rs.250 rising to Rs.450 by annual increments of Rs.25, thereby reducing the time taken to reach the first class from 14 to 10 years inclusive of the period of probation.

4. According to the orders now in force, the scale of appointments of Assistant Commissioners in the Mysore Civil Service (including Senior Assistant Commissioners) is 70 and these are mainly dis-

tributed between the General administration and the Revenue, Excise, Survey, Police, Magisterial and Accounts Departments. Owing to a large proportion of these officers being drafted for special appointments, a correspondingly large number of acting appointments have been made and there are at present as many as ~~19~~ 22 men who are classed as provisionally permanent, sub-pro-tem or acting, some of whom have been in the Assistant Commissioner's grade but without confirmation for more than five years. Further, besides the permanent and acting Assistant Commissioners, a special class of officers has been constituted who have been given the rank and status of Assistant Commissioners but without the incremental scale of pay of Assistant Commissioners.

5. The present state of affairs is unsatisfactory in several respects. The amalgamation of the departmental cadres which was effected in 1906 has affected the homogeneity of the Civil Service and led to difficulties in allocating officers to its several branches. Junior officers are frequently transferred from one department to another, with the result that there is lack of continuity in training and in the exercise of responsibility, and consequently difficulty is experienced in selecting suitable candidates for the higher administrative appointments. The Heads of some of the special Departments have from time to time urged the necessity of making those departments self-contained, and dissociating them from the Civil Service. Such a complete separation, however, is undesirable, as tending to lower administrative efficiency. The Civil Service should maintain a high standard of

administrative efficiency and provide the best brains for all departments, but at the same time, the present practice of including all superior appointments in the Civil Service affords little or no scope for advancement to deserving officers in the subordinate ranks of the several departments

6. Government have carefully considered this important question in all its aspects and are of opinion that it is necessary to form a non-Civil Service cadre (as has already been done in the case of the General and Revenue Secretariat and the Accounts Department) and thus give adequate opportunities to deserving subordinates of each department to rise to higher positions in them under the scheme the function of the Civil Service should be to provide a trained staff for general administrative work and to maintain a high standard of efficiency in all departments. Instead of being a mere combination of several cadres, the Civil Service will in future consist mainly of officers in the General Administration and in the Revenue Department and a few posts only in the other departments will be included in the Civil Service cadre to keep up the tone of those departments at a high level as well as to afford scope for varied training to civilian officers.

7. Applying these principles and taking into consideration the requirements of the main allied departments of administration, Government are now pleased to re-distribute the gazetted posts in the several departments and fix the Civil Service cadre as follows:--

Revenue Deptt. 8. The gazetted staff of the Revenue Department will mainly consist of Civil Service officers. In order, however, to provide for promotion to members of the subordinate ranks who have rendered long and meritorious service deserving of recognition but who are ineligible for admission ~~in~~to the Civil Service, a few posts in the gazetted ranks will be reserved for them. These will be outside the cadre of the Civil Service and the incumbents will not be styled "Assistant Commissioners" but will be known as Sub Division Officers or District Treasury Officers according to the charge they hold. ~~Seven~~ Nine such posts will be thus reserved. One (1) of these ~~seven~~ nine appointments will carry the pay of a Senior Assistant Commissioner, provided an officer who has reached the maximum pay of an Assistant Commissioner is available for promotion to this grade. The number of appointments in the Revenue Department now held by Assistant Commissioners is 27. Excluding ~~seven~~ nine posts reserved for non-Civil Service Officers, the number of appointments to be held by Assistant Commissioners of the Civil Service will be (2) 18 The appointments of Deputy Commissioners are under existing orders included in the cadre of the Civil Service. The appointment of Revenue Commissioner will also be now included in the cadre.

Rev Dept want-ad (1) Rs 1/60-

General Administration. 9. The appointments of Registrar of the General and Revenue Sectt. and one of the Assistant Secretaries to Government will be open to the ministerial staff of the Secretariat. Of the remaining 6 appointments of subordinate Secretariat officers, five (one Under Secretary and four Assistant Secretaries) will be reserved to the

Civil Service. The remaining one place of Assistant Secretary will be filled by an officer of the Civil Service or of the Judicial or any other Department. It will be open to Government to appoint a non-Civil service Assistant Comptroller as Assistant Secretary to Government against one of the posts of Assistant Secretaries reserved to the Civil Service. In such a case, his place in the Comptroller's office will be filled by an officer of the Civil Service. The appointments of Chief Secretary and Revenue Secretary to Government are included in the cadre of the Civil Service. The appointment of Local and Legislative Secretary will ordinarily be held by a Civilian but when an officer of the Judicial Department is appointed to that post, the vacancy in the Judicial Department will be filled by the appointment of an officer of the Civil Service. The appointment of Assistant Private Secretary to H. H. the Maharaja is already included in the Civil Service Cadre. The appointment of Private Secretary to the Dewan which is now outside the cadre will also be now included.

Vide Ch. Court's views

Excise Deptt. 10. Out of 4 appointments now existing, viz., the Headquarter Assistant to the Excise Commissioner and 3 District Excise Officers, 2 are held by officers of the Civil Service, and 2 by men promoted from the subordinate ranks. The appointment of Headquarter Assistant to the Excise Commissioner (who is also Assistant to the Income-tax Commissioner and Inspector-General of Registration) will continue as a Civil Service post. When the scheme of judicial separation is introduced into all the districts, there will be no District Excise Officers

but in order to provide an opening to the members of the subordinate executive staff of the Excise Department, the two gazetted non-Civil Service appointments in this Department will be continued. ~~So long as the existing organisation continues, two posts will be treated as Civil Service appointments and the remaining two as non-Civil Service ones.~~ The appointment of Excise Commissioner will also now be included in the cadre of the Civil Service.

Survey and Settlement Deptt.

11. Under the orders hitherto existing the number of appointments of Assistant Superintendents is five, plus one temporary. There are also Sub Assistant Superintendents (two permanent and two temporary) besides an Office Assistant. All appointments of Assistant Superintendents are included in the Civil Service cadre. Actually, however, two of the gazetted appointments are held by officers who have been only given the rank and status of Assistant Commissioners. Recently, owing to retrenchments in the Department the number of Assistant Superintendents has been reduced by two. There has also been a reduction in the number of Sub Assistant Superintendents by two. The number of subordinate gazetted officers now required for the Department, excluding the Office Assistant, is six. The total number of officers of the Department exclusive of the Superintendent and Deputy Superintendent will accordingly be fixed at seven, viz., six posts of Assistant Superintendents and one of Sub Assistant Superintendent. Of the six Assistant Superintendents posts, three will be held by civilians and three by men promoted in the Department. The appointment of Deputy Superintendent of Revenue Survey will be

open to officers of the Civil Service as well as to the non-civilian Assistant Superintendents of the Department. The appointment of Superintendent may similarly be filled either by an officer of the Civil Service or by the promotion of the Deputy Superintendent, although he may not belong to the Civil Service.

Police Deptt. 12 Exclusive of the Superintendent of the Kolar Gold Fields, there are ten officers in the grade of Superintendents of Police (including the Headquarter Assistant to the Inspector-General). There are, in addition, seven Assistant Superintendents of Police. All the appointments of Superintendents of Police (except that of the Superintendent of Police, Kolar Gold Fields) are now Civil Service appointments. With a view to provide adequate openings for the subordinate ranks of this important service, Government are pleased to direct that only four posts of Superintendents of Police be reserved for the Civil Service and the remaining six posts placed on a non-Civil Service cadre. ~~The posts of Superintendents of Police~~ The pos of Superintendent of Police of the Kolar Gold Fields will continue as a special appointment outside the regular cadre. As it is considered necessary to give training in Police work for about one year to every junior civilian posted to the Police Department before he is appointed as District Superintendent, Government are further pleased to direct that one post be added to the cadre of Civil Service appointments in the Police Department to provide for such training. The appointment of Inspector General of Police will also be now included in the

cadre of Civil Service. The non-Civil Service appointments in the Department will consist of six posts of Superintendents (excluding Superintendent K.G.F.) and seven posts of Assistant Superintendents Of the six non-civilian Superintendents' appointments, one will be designated "Senior Superintendent of Police" and will have the same scale of pay as Senior Assistant Commissioner, provided an officer who has reached the maximum pay of Rs.450 is available for promotion to this grade.

Accounts Deptt.

13. The number of appointments of Assistant Comptrollers is eight besides certain temporary appointments for deputation to other departments. Of these five are Civil Service appointments and the remaining three are open to the accountants of the Comptroller's office. The amalgamation of the Accounts Department with the general Civil Service and the reservation of the bulk of the appointments of Assistant Comptrollers to the Civil Service has not worked satisfactorily in practice. The Department requires special training extending over a long period and the transfer of the Civil Service Assistant Comptrollers, who are now holding the majority of the Assistant Comptrollers' posts, to the general service seriously affects the work of the Department. The Government now direct that the Accounts Department be constituted as a separate service and that only three places of Assistant Comptrollers be reserved to the Civil Service. The posts of Deputy Comptroller and Auditor, Mysore Railways, will be open to civilian as well as non-civilian Assistant Comptrollers; but one of these two posts will ordinarily be filled by a non-civilian. The post of

Comptroller will similarly be open to officers of the Civil Service as well as to a non-Civil Service Deputy Comptroller or Auditor.

Judicial Department.

14. As regards appointments in the Civil Judicial line, as already indicated, when a District Judge or a Subordinate Judge is appointed as Local and Legislative Secretary one place of District Judge or Subordinate Judge will be taken by a Civilian. Government will also, in consultation with the Chief Court, arrange for the training of one junior Civilian at a time, who is a graduate in Law, in Civil Judicial work by posting him as Munsiff for a period of three years. As regards the Magisterial branch, with a view to enable the officers of the Civil Service to obtain training in Magisterial work which is essential in order to fit them for higher administrative functions, four appointments of ~~1st~~ first grade Special Magistrates and four of ~~2nd~~ second grade Magistrates will be reserved for the Civil Service. In addition not more than two officers of the Civil Service may be posted in vacancies of second & third class posts for purposes of training, when available.

Municipal.

15. Two posts of Chief officers of the City Municipalities are now included in the cadre of the Civil Service. With the appointment of a Municipal Commissioner for the Bangalore City, the post of the Chief Officer has been virtually abolished. The appointment of Municipal Commissioner of the Bangalore City and of Chief Officer of the Mysore City Municipality will be open to but not included in the cadre of the Civil Service.

Income-tax.

16. The appointment of Deputy Commissioner of Income-tax will be included in the Civil Service cadre while the appointment of Income-tax

Assistant Commissioner will be a non-Civil Service post reserved for officers of the Department with a view to afford an incentive to good and honest work among the Inspectors and Accountants of the Department.

Co-operation. 17. There are now four Assistant Registrars of Co-operative Societies one of them being a member of the Civil Service. This arrangement will be continued and one place of Assistant Registrar will be included in the cadre of the Civil Service. The post of Registrar will ordinarily be held by a Civilian, but will not be reserved to the Civil Service.

Special Appointments. ~~18.~~ Besides ~~the above~~ there are a number of permanent & temporary special appointments in various departments which are at present held by officers selected from the Civil Service. ~~Such appointments~~ are:--

~~The Govt. Director, Mysore Iron Works,~~
~~" Genl. Supdt., do~~
" Superintendent, Sandal Oil Factories,
" do. of Sericulture,
" do. Bangalore Central Jail,
" Personal Asstt. to the Chief Commandant,
" Secretary, Stores Purchase Committee,
" Personal Asstt. to H. H. the Yuvaraja.
" Private Secretary to H. H. the Yuvaraja.

Though these appointments are not reserved to the Civil Service and any one of them may hereafter be filled by non-Civilians, not less than half of these are likely to be always held by Civilians. Accordingly four places will be added to the cadre of the Civil Service for providing for such appointments.

~~19.~~ According to the orders contained in the preceding paragraphs the appointments to be reserve

to members of the Civil Service in the several departments will be as follows:--

	No. of officers of the grade of Asst. Commrs. (including Senior Asst. Commrs.)	No. of officers of grade higher than Assistant Commissioners.
Genl. Administration.	1 Under Secretary (*) 4 Assistant Secretaries, 1 Private Secy to Dewan.	1 Chief Secretary (*) 1 Local & Legis. Secy (α) 1 Revenue Secretary, 1 Asstt. Private Secy. to H.H. the Maharaja (X)
Revenue ..	~~20~~ 18 Assistant Commrs.	1 Revenue Commissioner 8 Deputy Commissioners.
Excise ..	1 Headquarter Asstt. to the Excise Comr. 1 Dist. Excise Officer,	1 Excise Commissioner.
Survey ..	3 Asstt. Supdts.	
Police ..	4 Supdts. of Police. 1 Asstt. Commr. under Training,	1 Inspector General of Police.
Accounts ..	3 Asst. Comptrollers	
(a) (b). Judicial	4 First Grade Magistrates, 4 Second -- do. --	
Co-operation	1 Asst. Registrar,	
Incometax,		1 Deputy Commissioner of Incometax (X)
Special appointments. ~~4 (Four.)~~		
	~~52~~ 46 +	16
	Grand Total .. ~~68~~ 62 ✓	

Notes:- (*) It is open to Govt. to fill one of the four posts of Asstt. Secretaries by the appointment of a non-civil Service Asstt. Comptroller. In such case the place of Asstt. Comptroller thus vacated will be filled by an Asst. Commr.

(2) If one more place of Asst. Secretary which is open to Civilians as well as to officers of other Departments is filled by a Civilian this will come out of the reserve provided for below.

(3) (X) These posts are now held by officers above the grade of Assistant Commissioner, but they may also be held by Asstt. Commissioners.

(4) (a) If the place of Local and Legislative Secretary is held by a District Judge or Subordinate Judge, one place of Dist. Judge or Subordinate Judge will be held by a Civilian.

(5) ~~(b)~~ When a Civilian is posted as Munsiff, this will come out of the reserve provided for below.

The reserve of two officers now provided in the cadre of Asstt. Commissioners for temporary posts, deputations and leave, is found to be totally inadequate and this has led to the creation of a large class of officers who act as Assistant Commissioners for long periods without any prospect of confirmation. With a view to make adequate provision in the cadre for officers on leave and deputation and for those employed in ~~higher employments~~ special appointments not reserved to the Civil Service, the reserve will be fixed at eight and the total cadre of the Civil Service will accordingly include ~~76~~ 70 officers. Whenever a temporary vacancy occurs in the Civil Service owing to the insufficiency of the reserve, or the deputation of men to special appointments in excess of the number provided in the cadre, an additional appointment outside the Civil Service may be made as against such a vacancy. No such appointment will be made when any member of the reserve is available.

19 ~~20~~. The ~~52~~ 46 posts of Assistant Commissioners include ten appointments of Senior Assistant Commissioners on a salary of Rs.500 rising to Rs.600 by annual increments of Rs.50. These appointments will be filled, on the ground of seniority and merit, by promotion of Assistant Commissioners who have reached the maximum pay of Rs450. The four posts of ~~1st~~ 3rd grade Magistrates and the post of

Under Secretary will ordinarily be held by Senior Asstt. Commissioners. The remaining officers in this grade may be posted to any of the charges reserved for Asstt. Commissioners.

20 ~~21~~. The following higher appointments will be open to members of the Civil Service but not reserved to that service:--

Financial Secretary to Government,
Comptroller to Government,
Auditor, Mysore Railways,
Survey Superintendent,
Deputy Supdt., Revenue Survey,
Registrar of Co-operative Societies,
Inspector General of Education,
Director of Industries & Commerce,
Secretary to the R.A. and L.C.
Municipal Commissioner, Bangalore City.

21 ~~22~~. The following is a schedule of gazetted appointments that will ordinarily be filled by promotion from the subordinate ranks in the several Departments:-

General Administration:-			
One Asstt. Secretary and Registrar, G.R.S.	..	2	
Revenue -	Sub Division Officers & Treasury Officers ..	~~7~~ 9	
Excise -	Dist. Excise ~~Officers~~ Assistants ..	2	
Survey -	Asstt. Supdts.of Survey	3	(besides one post of Sub-Asst. Supdt.)
Police -	Supdts.of Police ..	6	(besides one post of Spl. Supdt.K.G.F. & 7 posts of Asst. Supdts.)
Accounts -	Assistant Comptrollers..	5	(besides temporary appointments)..
Income-tax -	Income Tax Asstt. Commissioner,	1	
Co-operation. -	Asstt. Registrars.	3	
	Total ...	~~29~~ 31	

The non-Civil Service posts have been created in order to afford scope to subordinates of proved merit combined with initiative and enthusiasm for work to rise to positions of trust and responsibility in their own departments. The pay of such officers will ordinarily be the same as for civilians doing the same class of work except in the case of the Income-tax and Excise Departments and the Department of Co-operation in which the highest pay of a non-gazetted subordinate is below Rs.200. The pay of the six gazetted non-Civil Service appointments in these Departments will be fixed at Rs.200-25-450 while the pay of the remaining 23 appointments in the above schedule will be fixed at Rs.250-25-450 as in the case of Asstt. Commissioners in the Civil Service, with the proviso that one post in the Revenue Deptt. and one in the Police may carry a pay of Rs.500-50-600 as indicated in paragraphs 8 and 12 supra.

Methods of Recruitment to the Civil Service.

22-23. The existing methods of recruitment are competition, nomination and promotion from subordinate grades. In regard to the admission of candidates by competition the present rules do not require any change. The examination will be confined to candidates who are subjects of H. H. the Maharaja by birth or domicile. The system of nomination will also continue and be combined with the scheme of promotion from subordinate grades. Nominations will be made by H. H. the Maharaja, both of persons not already in the service and of specially qualified officers of subordinate ranks in the several departments who are graduates. With a view to ensure that the Civil Service may be a homogeneous group consisting of men with similar outlook and

training with the prospect of rising to the highest administrative posts, no one who is above 32 years of age will be admitted to the Civil Service by nomination; and all persons so nominated whether from the subordinate ranks or otherwise shall be first enrolled as Probationery Assistant Commissioners as in the case of those recruited by competition. The scheme of selection of officers from the subordinate ranks for admission to the Civil Service by nomination will be independent of the system of promotion from these ranks to the several non-Civil Service posts now created.

23~~24~~. As regards the examinations to be passed by the gazetted officers, both Civil Service and non-Civil Service, the following changes in the existing rules are ordered:--

No Probationary Assistant Commissioner in the Civil Service will be confirmed as Assistant Commissioner until he has passed the Revenue Higher, Criminal Higher and Accounts Lower tests and every Assistant Commissioner will be required to pass the Civil (parts I and II) examination before he is given his first increment. The existing rules regarding the training of Probationary Assistant Commissioners will continue without alteration. As regards the non-Civil service gazetted posts the qualifying tests for the several departments will be as follows:--

Gen. & Rev. Sectt.	..	Revenue Higher, Criminal Higher, Accounts Lower,
Revenue,	.. ..	Revenue Higher, Criminal Higher, Accounts Lower,
Excise,	.. ..	Criminal Higher, Accounts Lower, Excise,
Survey	.. ..	Revenue Higher, Accounts Lower.

Police,	.. ..	Criminal Higher
Accounts	.. ..	Accounts Higher, Govt. of India Examn. for Accounts officer,
Incometax	.. ..	Accounts Lower, Incometax.
Co-operation	.. ..	Civil Part II Accounts Lower.

Government may ior special reasons exempt an officer of the subordinate ranks considered otherwise fit for promotion to non-gazetted civil service posts from passing any of the above tests.

25. As the Civil Service will continue to furnish a proportion of the officers required in the several departments, such as, Police, Survey, Accounts, etc. it becomes necessary to lay down some rules to regulate their employment in those departments. On the one hand, it is necessary to avoid premature specialisation and on the other it is desirable that officers posted to special departments should be kept in them sufficiently long to pick up experience and be of real use there though not so long as to render impossible their re-transfer to the general line. The Government will have the option of posting a Civilian to any Civil service post in any of these departments, but no Assistant Commissioner will ordinarily be posted for duty outside the Revenue department until he has put in two years' service after confirmation in the Revenue department or as a Special Magistrate. This rule will not however apply to the case of an Asstt. Commissioner deputed ior training in the Police Department and a Civilian who has undergone training in that department, may be appointed to a post of Superintendent of Police without having worked in the Revenue Department or as Special

Magistrate. Every officer thus drafted to a special department shall ordinarily remain in such department for not more than four years.

Schedules A & B. 25 ~~26.~~ Government have now reviewed the entire position and indicated the lines of their future policy. The effect of the above decisions will be to make the Civil Service a Corps d' elite for general administrative work, to confine recruitment to the best men available, to make the several other departments practically self-contained by providing adequate prospects for the subordinate officers in them and to place all men admitted to the Civil Service cadre, however recruited, on a uniform footing as regards pay and pros pects. There is now no need to maintain two separate lists of Assistant Commissioners and the A and B schedules will accordingly be amalgamated into one list in future.

26 ~~27.~~ There now remains the case of officers given the rank and status of Assistant Commissioners. The phrase really means nothing more than that the officers are given a gazetted rank, - an object which can be achieved without constituting them into a separate class. The system of placing them in a separate class of their own is not based on any sound principle and it will be accordingly abolished, all the officers now borne on that list being treated as gazetted officers in their respective departments, the nature of their tenure (Permanent or temporary) and their pay being regulated by the existing orders in each case.

Chief Secretary to Government.

3.O.G.

to finally revised
on 24th & 25th July 24

Proceedings of the Government of His Highness
the Maharaja of Mysore.

...

Read:--

1. Govt. Order No.G.3528-75/G.M.232-12-1 dated the 6th January 1913, issuing revised rules for the Mysore Civil Service.

2. Govt. Order No.Finl.4613-52/G.F.92-17-3, dated the 26th February 1918 and No.Finl.6491-504/G.F.113-17-2, dated the 3rd May 1918 sanctioning a re-organisation of the Comptroller's office and reserving three posts of Assistant Comptrollers for recruitment from the subordinate ranks of the Accounts Department.

3. Govt. Order No.11053-63/Cts.247-18-1, dated the 17th November 1919, laying down rules for the recruitment of Special Magistrates under the scheme for the separation of judicial and executive functions.

4. Govt. Order No. O.788-95/Cash 29-21-1, dated 27th September 1921, directing that two appointments of subordinate Secretariat officers be reserved for Superintendents of the General and Revenue Secretariat, these posts being excluded from the Civil Service Cadre.

5. Govt. Order No.5836-54/C.B.194-23-1, dated 21st March 1922 fixing the cadre of Assistant Commissioners at 76, and subsequent orders making further reductions in the cadre.

6. Govt. Order No. L.4769-73/C.S.37-22-2 dated 6th January 1923 fixing the number of Assistant Registrars of Co-Operative Societies at four and their pay at Rs.250-50/3-450.

7. Govt. Order No. Fl. 3526-36/I.T.10-22-3 dated 6th February 1923 sanctioning the appointment of an Assistant Commissioner of Income Tax on a salary of Rs.250 per mensem.

8. Govt. Order No.17-61/C.B.98-18-3 dated 3rd July 1923, fixing the pay of Assistant Commissioners at Rs.250-25/1-450.

Proceedings of the Government of His Highness
The Maharaja of Mysore.

...

ORDER No. 757-807/C.S.20-23-1

Dated, Bangalore, the 22nd Sept 1924.

As finally revised in Council on 14th July and 29th July 1924

Questions relating to the organisation of the Mysore Civil Service have been under the consideration of Government for some time past. The Civil Service rules as they now stand were issued more than eleven years ago, and during this period several orders affecting the strength, composition and prospects of this service have been passed, calling for a re-examination of the rules and their modification in important respects.

2. Under the original Civil Service rules issued in the year 1891, the Mysore Civil Service consisted of officers holding the following appointments:--

Assistant Commissioners including those attached to the Secretariat, as well as those who may be lent to the Survey, Police or other Departments;
Sub Division Officers (Revenue);
Town Magistrates;
Sub-Judges and Registrar, Chief Court;
Deputy Commissioners;
District Judges;
Under Secretary; and
Chief Secretary.

The rules provided for future admissions being made by selection of candidates through a competitive examination open to all India, as well as by nomination, the candidates thus selected being enrolled as Probationary Assistant Commissioners and confirmed as Assistant Commissioners after undergoing certain departmental and other tests during the period of probation. No distinction

was made between the executive and the judicial branches, both of which, on the analogy of the Indian Civil Service rules, were open to Assistant Commissioners, and the cadre of the Civil Service "was fixed with reference to the requirements of the general executive and judicial service and the head-quarter offices and loan to Survey and Police Departments." Subsequently, in the year 1894, a separate grade of Extra Assistant Commissioners on salaries on a lower scale was created to meet the cases of officers of the general line who, though not qualified to be admitted to or retained in the Civil Service, had rendered in the subordinate grades meritorious service deserving of recognition. A grade of Senior Assistant Commissioners was also created in lieu of the grade of Sub Division Officers which was abolished. No substantial modification was made in these rules till 1906 when (1) the minimum period in which an Assistant Commissioner could rise to the first class was raised from six to ten years (this was subsequently further raised to ~~14~~ fourteen years); (2) but at the same time candidates recruited by competition (A Schedule) were given a more favourable scale of increment than that for candidates entering service by nomination or by promotion from the lower ranks (B Schedule); (3) the grade of Extra Assistant Commissioners was abolished; and (4) appointments in the Excise, Survey, Police and Accounts Departments were also brought within the scope of the Civil Service. The Civil Service scheme again came under revision in 1912 and 1913 and in the result the appointments of Subordinate Judges were removed from the Civil Service cadre, every alternate vacancy among them being, however, declared open to

Assistant Commissioners, and recruitment to the Civil Service was confined to natives of Mysore.

3. During the eleven years that have elapsed since the rules were last revised, there have been further important changes. The disparity between the two Schedules in the matter of promotion was completely removed and the prospects of both classes of officers equalised by fixing the same period of 14 years (inclusive of the period of probation) for rising to the first class. The scheme of separation of judicial and executive functions was introduced in 1918 and magisterial appointments have been thrown open to the members of the civil judicial service and to the members of the bar as well as to the Civil Service. In 1920, the rule throwing open alternate vacancies among Subordinate Judges to the members of the Civil Service was abrogated. The several retrenchment orders issued during the years 1921 and 1922 have affected the strength of the gazetted staff in the several Departments manned by the Civil Service. Recently all Assistant Commissioners who were hitherto in five classes on Rs.250, 300, 350, 400 and 450, rising from class to class after three years' approved service, have been placed in one class on Rs.250 rising to Rs.450 by annual increments of Rs.25, thereby reducing the time taken to reach the first class from 14 to 10 years inclusive of the period of probation.

4. According to the orders now in force, the scale of appointments of Assistant Commissioners in the Mysore Civil Service (including Senior Assist-

ant Commissioners) is 70 and these are mainly distributed between the General Administration and the Revenue, Excise, Survey, Police, Magisterial and Accounts Departments. Owing to a large proportion of these officers being drafted for special appointments, a correspondingly large number of acting appointments have been made and there are at present as many as ~~22~~ 24 men who are classed as provisionally permanent, sub-pro-tem or acting, some of whom have been in the Assistant Commissioner's grade but without confirmation for more than five years. Further, besides the permanent and acting Assistant Commissioners, a special class of officers has been constituted who have been given the rank and status of Assistant Commissioners but without the incremental scale of pay of Assistant Commissioners.

5. The present state of affairs is unsatisfactory in several respects. The amalgamation of the departmental cadres which was effected in 1906 has affected the homogeneity of the Civil Service and led to difficulties in allocating officers to its several branches. Junior officers are frequently transferred from one department to another, with the result that there is lack of continuity in training and in the exercise of responsibility, and consequently difficulty is experienced in selecting suitable candidates for the higher administrative appointments. The Heads of some of the special Departments have from time to time urged the necessity of making those departments self-contained, and disassociating them from the Civil Service. Such a complete separation, however, is undesirable, as tending to lower administrative efficiency. The

Civil Service should maintain a high standard of administrative efficiency (and provide the best brains) for all departments, but at the same time, the present practice of including all superior appointments in the Civil Service affords little or no scope for advancement to deserving officers in the subordinate ranks of the several departments.

6. Government have carefully considered this important question in all its aspects and are of opinion that it is necessary to form a non-Civil Service cadre (as has already been done in the case of the General and Revenue Secretariat and the Accounts Department) and thus give adequate opportunities to deserving subordinates of each department to rise to higher positions in them. Under the scheme the function of the Civil Service should be to provide a trained staff for general administrative work and to maintain a high standard of efficiency in all departments. Instead of being a mere combination of several cadres, the Civil Service will in future consist mainly of officers in the General Administration and in the Revenue Department and a few posts only in the other departments will be included in the Civil Service cadre to keep up the tone of those departments at a high level as well as to afford scope for varied training to civilian officers.

7. Applying these principles and taking into consideration the requirements of the main allied departments of administration, Government are now pleased to re-distribute the gazetted posts in the several departments and fix the Civil Service cadre as follows:--

Revenue Department.

8. The gazetted staff of the Revenue Department will mainly consist of Civil Service officers. In order, however, to provide for promotion to members of the subordinate ranks who have rendered long and meritorious service deserving of recognition but who are ineligible for admission to the Civil Service, a few posts in the Gazetted ranks will be reserved for them. These will be outside the cadre of the Civil Service and the incumbents will not be styled "Assistant Commissioners" but will be known as Sub Division Officers or District Treasury Officers according to the charge they hold. Nine such posts will be thus reserved. One of these nine appointments will carry the pay of a Senior Assistant Commissioner, provided an officer who has reached the maximum pay of an Assistant Commissioner is available for promotion to this grade. The number of appointments in the Revenue Department now held by Assistant Commissioners is 27. Excluding nine posts reserved for non-Civil Service Officers, the number of appointments to be held by Assistant Commissioners of the Civil Service will be 18. The appointments of Deputy Commissioners are under existing orders included in the cadre of the Civil Service. The appointment of Revenue Commissioner will also be now included in the cadre.

General Administration.

9. The appointments of Registrar of the General and Revenue Secretariat and one ~~of the~~ Assistant Secretaries to Government will be open to the ministerial staff of the Secretariat. Of the remaining 6 appointments of subordinate Secre-

tariat officers, five (one Under Secretary and four Assistant Secretaries) will be reserved to the Civil Service. The remaining one place of Assistant Secretary will be filled by an officer of the Civil Service or of the Judicial or any other Department. It will be open to Government to appoint a non-Civil Service Assistant Comptroller as Assistant Secretary to Government against one or the posts of Assistant Secretaries reserved to the Civil Service. In such a case, his place in the Comptroller's office will be filled by an officer of the Civil Service. The appointments of Chief Secretary and Revenue Secretary to Government are included in the cadre of the Civil Service. The appointment of Local and Legislative Secretary will ordinarily be held by a Civilian but when an officer of the Judicial Department is appointed to that post, it will be competent to the first to fill up the vacancy in the Judicial Department ~~will be filled~~ by the appointment of an officer or the Civil Service. The appointment of Assistant Private Secretary to H. H. the Maharaja is already included in the Civil Service Cadre. The appointment of Private Secretary to the Dewan which is now outside the cadre will also be now included.

Excise Department. 10. Out of 4 appointments now existing, viz., the Headquarter Assistant to the Excise Commissioner and 3 District Excise Officers, 2 are held by officers of the Civil Service, and 2 by men promoted from the subordinate ranks. The appointment of Headquarter Assistant to the Excise Commissioner (who is also Assistant to the Income-tax Commissioner and Inspector-General of Registration) will continue as a Civil Service post. When

the scheme of judicial separation is introduced into all the districts, there will be no District Excise Officers, but in order to members of the subordinate Excise Department, the two appointments in this Department. The appointment of Excise Officers will be included in the cadre of the Civil Service.

Survey & Settlement Department.

11. Under the orders hitherto existing the number of appointments of Assistant Superintendents is five, plus one temporary. There are also Sub Assistant Superintendents (two permanent and two temporary) besides an Office Assistant. All appointments of Assistant Superintendents are included in the Civil Service cadre. Actually, however, two of the gazetted appointments are held by officers who have been only given the rank and status of Assistant Commissioners. Recently, owing to retrenchments in the Department the number of Assistant Superintendents has been reduced by two. There has also been a reduction in the number of Sub Assistant Superintendents by two. The number of subordinate gazetted officers now required for the Department, excluding the Office Assistant, is six. The total number of officers of the Department exclusive of the Superintendent and Deputy Superintendent will accordingly be fixed at seven, viz., six posts of Assistant Superintendents and one of Sub Assistant Superintendent. Of the six Assistant Superintendents' posts, three will be held by civilians and three by men promoted in the Department. The appointment of Deputy Superintendent of Revenue Survey will be open to officers of the Civil Service as well as to the non-civilian Assistant Superintendents of the Department.

The appointment of Superintendent may similarly be filled either by an officer of the Civil Service or by the promotion of the Deputy Superintendent, although he may not belong to the Civil Service.

Police Department. 12. Exclusive of the Superintendent of the Kolar Gold Fields, there are ten officers in the grade of Superintendents of Police (including the Headquarter Assistant to the Inspector-General). There are, in addition, seven Assistant Superintendents of Police. All the appointments of Superintendents of Police (except that of the Superintendent of Police, Kolar Gold Fields) are now Civil Service appointments. With a view to provide adequate openings for the subordinate ranks of this important service, Government are pleased to direct that only four posts of Superintendents of Police be reserved for the Civil Service and the remaining six posts placed on a non-Civil Service cadre. The post of Superintendent of Police of the Kolar Gold Fields will continue as a special appointment outside the regular cadre. As it is considered necessary to give training in Police work for about one year to every junior civilian posted to the Police Department before he is appointed as District Superintendent, Government are further pleased to direct that one post be added to the cadre of Civil Service appointments in the Police Department to provide for such training. The appointment of Inspector General of Police will also be now included in the cadre of the Civil Service. The non-Civil Service appointments in the Department will consist of six posts of Superintendents (excluding Superintendent K.G.F.) and seven posts of Assistant Superintendents.

Of the six non-civilian Superintendents' appointments, one will be designated "Senior Superintendent of Police" and will have the same scale of pay as Senior Assistant Commissioner, provided an officer who has reached the maximum pay of Rs.450 is available for promotion to this grade.

Accounts Department.

13. The number of appointments of Assistant Comptrollers is eight besides certain temporary appointments for deputation to other departments. Of these five are Civil Service appointments and the remaining three are open to the accountants of the Comptroller's office. The amalgamation of the Accounts Department with the general Civil Service and the reservation of the bulk of the appointments of Assistant Comptrollers to the Civil Service has not worked satisfactorily in practice. The Department requires special training extending over a long period and the transfer of the Civil Service Assistant Comptrollers, who are now holding the majority of the Assistant Comptrollers' posts, to the general service seriously affects the work of the Department. The Government now direct that the Accounts Department be constituted as a separate service and that only three places of Assistant Comptrollers be reserved to the Civil Service. The posts of Deputy Comptroller and Auditor, Mysore Railways, will be open to Civilian as well as non-civilian Assistant Comptrollers: but one of these two posts will ordinarily be filled by a non-civilian. The post of Comptroller will similarly be open to officers of the Civil Service as well as to a non-Ci Service Deputy Comptroller or Auditor.

Judicial Department.

14. As regards appointments in the Civil Ju cial line, as already indicated, when a Distri Judge or a Subordinate Judge is appointed as Local and Legislative Secretary ~~one place of~~ a civilian possessing requisite qualification may be appointed as District Judge or Subordinate Judge ~~will be tak by a Civilian~~. Government will also, in consul tion with the Chief Court, arrange for the trai ing of one junior Civilian at a time, who is graduate in Law, in Civil Judicial work by pos him as Munsiff for a period ~~of~~ not exceeding three years. As regards the Magisterial branch, with a view to enable the officers of the Civil Service to ob training in Magisterial work which is essentia order to fit them for higher administrative fu tions, four appointments of first grade Specia Magistrates and four of Second grade Magistrat will be reserved for the Civil Service. In addition not more than two officers of the Civ Service may be posted in vacancies of second a third grade Magistrates ~~xxxx~~ for purposes of training, when available.

Municipal.

15. Two posts of Chief Officers of the Cit Municipalities are now included in the cadre o the Civil Service. With the appointment of a Municipal Commissioner for the Bangalore City, the post of the Chief Officer has been virtual abolished. The appointment of Municipal Comm sioner of the Bangalore City and of Chief Offi of the Mysore City Municipality will be open t but not included in the cadre of the Civil Ser

Income-tax.

16. The appointment of Deputy Commi

Income-tax will be included in the Civil Service cadre while the appointment of Income-tax Assistant Commissioner will be a non-Civil Service post reserved for officers of the Department with a view to afford an incentive to good and honest work among the Inspectors and Accountants of the Department.

Co-operation. 17. There are now four Assistant Registrars of Co-operative Societies one of them being a member of the Civil Service. This arrangement will be continued and one place of Assistant Registrar will be included in the cadre of the Civil Service. The post of Registrar will ordinarily be held by a Civilian, but will not be reserved to the Civil Service.

18. According to the orders contained in the preceding paragraphs the appointments to be reserved to members of the Civil Service in the several departments will be as follows:--

	No. of officers of the grade of Asst. Commrs. (including Senior Asst.Commrs.)	No. of officers of grade higher than Assistant Commissioners.
Genl. Administration.	1 Under Secretary 4 Assistant Secretaries, 1 Private Secretary to Dewan.	1 Chief Secretary 1 Local & Legis. Secretary. 1 Revenue Secretary, 1 Asstt.Private Secy. to H.H. the Maharaja
Revenue ..	18 Assistant Commrs.	1 Revenue Commr 8 Deputy Commrs
Excise ..	1 Headquarter Asstt. to the Excise Comr. ~~1 Dist. Excise Officer.~~	1 Excise Commissioner.
Survey ..	3 Asstt. Supdts.	
Police ..	4 Supdts. of Police. 1 Asstt. Commr. under training,	1 Inspector Gl. of Police.
Accounts ..	3 Asst. Comptrollers.	

Judicial	4 First Grade Magistrates,	
	4 Second -- do. --	
Co-operation.	1 Asst. Registrar,	
Income-tax.		1 Deputy Commissioner of Income-tax
	46 45.	16.
	Grand Total .. 62. 61	

Notes:-

(1) It is open to Govt. to fill one of the four posts of Asstt. Secretaries by the appointment of a non-civil Service Asstt. Comptroller. In such case the place of Asst. Comptroller thus vacated will be filled by an Asst. Commr.

(2) If one more place of Asst. Secretary which is open to Civilians as well as to officers of other Departments is filled by a Civilian this will come out of the reserve provided for below.

(3) These posts are now held by officers above the grade of Assistant Commissioner, but they may also be held by Asstt. Comrs.

(5) If the place of Local and Legislative Secretary is held by a District Judge or Subordinate Judge, one place of Dist. Judge or Subordinate Judge will be held by a Civilian.

(6) When a Civilian is posted as Munsiff, this will come out of the reserve provided for below.

The reserve of two officers now provided in the cadre of Assistant Commissioners for temporary posts, deputations and leave, is found to be totally inadequate. Besides a large number of officers of the Civil Service have been drafted for certain special appointments not included in

the cadre of the Civil Service and this as well as the inadequacy of the leave reserve has led to the creation of a large class of officers who act as Assistant Commissioners for long periods without any prospect of confirmation. With a view to make adequate provision in the cadre for officers on leave and deputation and for those employed in special appointments not reserved to the Civil Service, the reserve will be fixed at eight and the total cadre of the Civil Service will accordingly include ~~70~~ 69 officers. Whenever a temporary vacancy occurs in the Civil Service owing to the insufficiency of the reserve, or the deputation of men to special appointments in excess of the number provided in the cadre, an additional appointment outside the Civil Service may be made as against such a vacancy. No such appointment will be made when any member of the reserve is available.

19. The ~~46~~ 45 posts of Assistant Commissioners will include ~~ten~~ nine appointments of Senior Assistant Commissioners on a salary of Rs.500 rising to Rs.600 by annual increments of Rs.50. These appointments will be filled, on the ground of seniority and merit, by promotion of Assistant Commissioners who have reached the maximum pay of Rs.450. The four posts of First Grade Magistrates and the post of Under Secretary will ordinarily be held by Senior Assistant Commissioners. The remaining officers in this grade may be posted to any of the charges reserved for Assistant Commissioners.

active promotions to this grade will however be open to subordinates who have not reached the max. pay of Rs.450.

20. The following higher appointments will be open to members of the Civil Service but not reserv

to that service:--

Financial Secretary to Government,
Comptroller to Government,
Auditor, Mysore Railways,
Survey Superintendent,
Deputy Superintendent, Revenue Survey,
Registrar of Co-operative Societies,
Inspector General of Education,
Director of Industries & Commerce,
Secretary to the R. A. & L. C.
Municipal Commissioner, Bangalore City.

21. The following is a schedule of gazetted appointments that will ordinarily be filled by promotion from the subordinate ranks in the several Departments:--

General Administration:-

	One Assistant Secretary and Registrar, G. R. S.	..	2
Revenue -	Sub Division Officers & Treasury Officers	..	9
Excise --	Dist. Excise Assistants.		2
Survey --	Asstt. Supdts. of Survey.	..	3 (besides one post of Sub-Asst. Supdt.)
Police --	Supdts. of Police	..	6 (besides one post of Spl. Supdt. K.G.F. & 7 posts of Asst. Supdts.
Accounts -	Asstt. Comptrollers	..	5 (besides temporary appointments).
Income-tax -	Income Tax Asstt. Commissioner,		1
Co-operation.-	Asstt. Registrars.		3
	Total	..	31

The non-Civil Service posts have been created in order to afford scope to subordinates of proved merit combined with initiative and enthusiasm for work to rise to positions of trust and responsibility in their own departments. The pay of such officers will ordinarily be the same as for civilians doi

the same class of work except in the case of the Income-tax and Excise Departments and the Department of Co-operation ~~(in which the highest pay of a non-gazetted subordinate is below Rs. 200)~~ The pay of the six gazetted non-Civil Service appointments in these Departments will be fixed at Rs.200-5-450 while the pay of the remaining 25 appointments in the above schedule will be fixed at Rs.250-25-45 as in the case of Asstt. Commissioners in the Civil Sevice, with the proviso that one post in the Revenue Department and one in the Police may carry a pay of Rs.500-50-600 as indicated in paragraphs 8 and 12 supra.

Methods of Recruitment to the Civil Service.

22. The existing methods of recruitment are competition, nomination and promotion from subordinate grades. In regard to the admission of candidates by competition the present rules do not require any change. The examination will be confined to candidates who are subjects of H. H. the Maharaja by birth or domicile. The system of nomination will also continue and be combined with the scheme of promotion from subordinate grades. Nominations will be made by His Highness the Maharaja, both of persons not already in the service and of specially qualified officers of subordinate ranks in the several departments who are graduates. With a view to ensure that the Civil Service may be a homogeneous group consisting of men with similar outlook and training with the prospect of rising to the highest administrative posts, no one who is above 32 years of age will be admitted to the Civil Service by nomination and all persons so nominated whether from the subordinate ranks or otherwise shall be first enrolled as Pro-

bationary Assistant Comm
those recruited by compe
tion of officers from the
mission to the Civil Servic
independent of the system o
ranks to the several non-Civ
created.

toners as in the case of
The scheme of selec-
rdinate ranks for ad-
nomination will be
notion from these
ice posts now

23. As regards the exam
the Gazetted officers, both
Civil Service, the following
rules are ordered:-

ons to be passed by
l Service and non-
nees in the existing

No Probationary Assistan
Civil Service will be confirmed
er until he has passed the Reven
Higher and Accounts Lower tests
missioner will be required to pass
and II) examination before he is gi
ment. The existing rules regarding
Probationary Assistant Commissioners
without alteration. As regards the no
gazetted posts the qualifying tests for
departments will be as follows:--

t Commissioner in the
as Assistant Commission-
Higher, Criminal
every Assistant Com-
he Civil (parts I
en his first incre-
the training of
will continue
n-Civil Service
the several

Genl. & Rev. Secretariat	..	Revenue Higher Criminal Higher Accounts Lower
Revenue	.. .. ..	Revenue Higher, Criminal Higher Accounts Lower,
Excise	.. .. ..	Criminal Higher, Accounts Lower, Excise,
Survey	.. .. ..	Revenue Higher, Accounts Lower,
Police	.. .. ..	Criminal Higher

ioners as in the case of
oationary Assistant Con n. The scheme of selec-
those recruited by com rdinate ranks for ad-
tion of officers from the nomination will be
mission to the Civil Serv motion from these
independent of the system o vice posts now
ranks to the several non-Ci
created.

ons to be passed by

23. As regards the exami ivil Service and non-
the Gazetted officers, both C hanges in the existing
Civil Service, the following
rules are ordered:-

t Commissioner in the

No Probationary Assist Assistant Commission-
Civil Service will be confirm Higher, Criminal
er until he has passed the Re every Assistant Com-
Higher and Accounts Lower tests he Civil (parts I
missioner will be required to pass en his first incre-
and II) examination before he is gi the training of
ment. The existing rules regarding will continue
Probationary Assistant Commissioners n-Civil Service
without alteration. As regards the no the several
gazetted posts the qualifying tests for
departments will be as follows:--

Genl. & Rev. Secretariat	..	Revenue Highe Criminal High Accounts Lowe
Revenue	.. .. ..	Revenue Highe Criminal High Accounts Lower
Excise	.. .. ..	Criminal Higher, Accounts Lower, Excise,
Survey	.. .. ..	Revenue Higher, Accounts Lower,
Police	.. .. ..	Criminal Higher

Accounts.	...	Accounts Higher, Govt. of India Examination for ~~Accounts~~ Officers
Income-tax	..	Accounts Lower, Income-tax.
Co-operation	..	Civil Part II Accounts Lower.

Government may for special reasons exempt an officer of the subordinate ranks considered otherwise fit for promotion to non-gazetted civil service posts from passing any of the above tests.

24. As the Civil Service will continue to furnish a proportion of the officers required in the several departments, such as, Police Survey, Accounts, etc. it becomes necessary to lay down some rules to regulate their employment in those departments. On the one hand, it is necessary to avoid premature specialisation and on the other it is desirable that officers posted to special departments should be kept in them sufficiently long to pick up experience and be of real use there though not so long as to render impossible their re-transfer to the general line. The Government will the option of posting a Civilian to any Civil Servi post in any of these departments, but no Assis tant missioner will ordinarily be posted for duty outs the Revenue department until he has put in two y service after confirmation in the Revenue departm or as a Special Magistrate. This rule will not no apply to the case of an Asstt. Commissioner deputed training in the ~~Police~~ Department and a Civilian who has undergone training in that department, may be post of ~~Superintendent of Police~~ without

ue Department or as Special

rafted to a special

department shall ordinarily remain in such department for not more than four years, [illegible]

Schedules A & B. 25. Government have now reviewed the entire position and indicated the lines of their future policy. The effect of the above decisions will be to make the Civil Service a Corps d'elite for general administrative work, to confine recruitment to the best men available, to make the several other departments practically self-contained by providing adequate prospects for the subordinate officers in them and to place all men admitted to the Civil Service cadre, however recruited, on a uniform footing as regards pay and porspects. There is now no need to maintain two separate lists of Assistant Commissioners and the A and B schedules will accordingly be amalgamated into one list in future.

26. There now remains the case of officers given the rank and status of Assistant Commissioners. The phrase really means nothing more than that the officers are given a gazetted rank, - an object which can be achieved without constituting them into a separate class. The system of placing them in a separate class of their own is not based on any sound principle and it will be accordingly abolished, all the officers now borne on that list being treated as gazetted officers in their respective departments, the nature of their tenure (Permanent or temporary) and their pay being regulated by the existing orders in each case.

Chief Secretary to Government.

[illegible]

S.O. G. PROOF FOR APPRO

Draft approved by Secy. on 20th Sept'24. 19-9-24

Government of His Highness the Maharaja of Mysore.

GENERAL AND REVENUE DEPARTMENTS.

G. O. No. dated September 1924.

READ—

1. Government Order No. G. 3528-75—G. M. 232-12-1, dated the 6th January 1913, issuing revised rules for the Mysore Civil Service.

2. Government Order No. Finl. 4613-52—G. F. 92-17-3, dated the 26th February 1918 and No. Finl. 6491-504—G. F. 113-17-2, dated the 3rd May 1918, sanctioning a reorganisation of the Comptroller's Office and reserving three posts of Assistant Comptrollers for recruitment from the subordinate ranks of the Accounts Department.

3. Government Order No. 11053-63—Cts. 247-18-1, dated the 17th November 1919, laying down rules for the recruitment of Special Magistrates under the Scheme for the separation of judicial and executive functions.

4. Government Order No. O. 788-95—Cash 29-21-1, dated 27th September 1921, directing that two appointments of subordinate Secretariat Officers be reserved for Superintendents of the General and Revenue Secretariat these posts being excluded from the Civil Service Cadre.

5. Government Order No. 5836-54—C. B. 194-28-1, dated 21st March 1922, fixing the cadre of Assistant Commissioners at 76, and subsequent orders making fu ductions in the cadre.

6 Gover... Order No. L. 4769-73—C. S. 37-22-2, dated ...t Registrars of Co-Operative Societ... ...ry 1923

7. Governme... sanctioning ...450 per ...

...d July 1923, fixing the pay

of Assist...

450.

DATED SEPTEMBER 1924.

...ting to the organisation of the Mysore Civil Service have been under ...of Government for some time past. The Civil Service rules as they now ...more than eleven years ago, and during this period several orders affect... ...omposition and prospects of this service have been passed, calling for a ...the rules and their modification in important respects.

...e original Civil Service Rules issued in the year 1891, the Mysore Civil ...f Officers holding the following appointments:—

...nt Commissioners including those attached to the Secretariat, as well as ...ose who my be lent to the Survey, Police or other Departments;

...ivision Officers (Revenue);

...n Magistrates;

...h Judges and Registrar, Chief Court;

...v Commissioners;

...Judges;

...ecretary; and

...cretary.

The rules provided for future admissions being made by selection of candidates through a competitive examination open to all India, as well as by nomination, the candidates thus selected being enrolled as Probationary Assistant Commissioners and confirmed as Assistant Commissioners after undergoing certain departmental and other tests during the period of probation. No distinction was made between the executive and the judicial branches, both of which, on the analogy of the Indian Civil Service rules, were open to Assistant Commissioners, and the cadre of the Civil Service " was fixed with reference to the requirements of the general executive and judicial service and the headquarter offices and loan Survey and Police Departments." Subsequently, in the year 1894, a separate grade of Extra Assistant Commissioners on salaries on a lower scale was created to meet the cases of officers of the general line who, though not qualified to be admitted to or retained in the Civil Service, had rendered in the subordinate grades meritorious service deserving of recognition. A grade of Senior Assistant Commissioners was also created in lieu of the of Sub-Division Officers which was abolished. No substantial modification was made in these rules till 1906 when (1) the minimum period in which an Assistant Commissioner could rise to the first class was raised from six to ten years, (this was subsequently further raised to fourteen years) ; (2) but at the same time candidates recruited by competition (A Schedule) were given a more favourable scale of increment than that for candidates entering service by nomination or by promotion from the lower ranks (B. Schedule); (3) the grade of Extra Assistant Commissioners was abolished; and (4) appointments in the Excise, Survey, Police and Accounts Departments were also brought within the scope of the Civil Service. The Civil Service scheme again came under revision in 1912 and 1913 and in the result the appointments of Subordinate Judges were removed from the Civil Service cadre; every alternate vacancy among them being, however, declared open to Assistant Commissioners, and recruitment to the Civil Service was confined to natives of Mysore.

3. During the eleven years that have elapsed since the rules were last revised, there have been further important changes. The disparity between the two Schedules in the matter of promotion was completely removed and the prospects of both classes of officers equalised by fixing the same period of 14 years (inclusive of the period of probation) for rising to the first class. The scheme of separation of judicial and executive functions was introduced in 1918 and magisterial appointments have been thrown open to the members of the civil judicial service and to the members of the bar as well as to the vice. In 1920, the rule throwing open alternate vacancies among Subo the members of the Civil Service was abrogated. The several retr during the years 1921 and 1922 have affected the strength of Departments manned by the Civil Service. Recent were hitherto in five classes on Rs. 250, 300 after three years' approved service Rs. 450 by annual increm class from 14 to

4. Acc Order No. Fl. 35 ce, the scale of appointments of Assistant Commissioners (including Senior Assistant Commissioners) is 70 appointment of an A and these Government Order No 50 een the General Administration and the Revenue, and Accounts Departments. Owing to a large proporrafted for special appointments, a correspondingly large numappointments have been made and there are at present as many as 24 men are classed as provisionally permanent, *sub pro tem* or acting, some of whom have in the Assistant Commissioner's grade but without confirmation for more than five Further, besides the permanent and acting Assistant Commissioners, a special class ficers has been constituted who have been given the rank and status of Assistant missioners but without the incremental scale of pay of Assistant Commissioners.

state of affairs is unsatisfactory in several respects. The amalgamantal cadres which was effected in 1906 has affected to some extent the Civil Service and led to difficulties in allocating officers to its several ficers are frequently transferred from one department to another, with lack of continuity in training and in the exercise of responsibility, ılty is experienced in selecting suitable candidates for the higher nents when they fall vacant. The Heads of some of the special time to time urged the necessity of making those departments self- ating them from the Civil Service. It is no doubt a fact that the ıding all superior appointments in the Civil Service affords little or nt to deserving officers in the subordinate ranks of the several

in special appointments not reserved to the Civil Service, the reserve will be fixed at eight and the total cadre of the Civil Service will accordingly include 69 officers. Whenever a temporary vacancy occurs in the Civil Service owing to the insufficiency of the reserve, or the deputation of men to special appointments in excess of the number provided in the adre, an additional appointment outside the Civil Service may be made as against such ncy. No such appointment will be made when any member of the reserve is sio.

to a The 45 posts of Assistant Commissioners will include nine appointments of Senior the Commissioners on a salary of Rs. 500 rising to Rs. 600 by annual increments of These appointments will be filled, on the ground of seniority and merit, one otion of Assistant Commissioners who have reached the maximum pay of and Acting promotions to this grade will however be open to Assistant Commissioners who have not reached the maximum pay of Rs. 450. The four posts of First Grade Magistrates and the post of Under Secretary will ordinarily be held by Senior Assistant Commissioners. The remaining officers in this grade may be posted to any of the charges reserved for Assistant Commissioners.

20. The following higher appointments will be open to members of the Civil Service, but not reserved to that service :—

Financial Secretary to Government,
Comptroller to Government,
Auditor, Mysore Railways,
Survey Superintendent,
Deputy Superintendent, Revenue Survey,
Registrar of Co-operative Societies,
Inspector-General of Education,
Director of Industries and Commerce,
Secretary to ~~R. A. and L. C.~~ the Representative Assembly and the Legislative Council,
Municipal Commissioner, Bangalore City.

21. The following is a schedule of gazetted appointments that will ordinarily be filled by promotion from the subordinate ranks in the several Departments subject to rules to be made by Government for direct recruitment for any of the posts:—

~~GENERAL ADMINISTRATION.~~

General Administration	One Assistant Secretary and Registrar, General and Revenue Secretariat ...	2	
Revenue	Sub-Division Officers and Treasury Officers ..	9	
Excise	District Excise Assistants ..	2	
rvey	Assistant Superintendents of Survey	3	(Besides one post of Sub-Assistant Superintendent.)
....	Superintendents of Police ...	6	(Besides ~~one post of Special Superintendent, Kolar Gold Fields and~~ seven posts of Assistant Superintendents.)
... ..	Assistant Comptrollers ...	5	(Besides temporary appointments).
Income-tax	Income-tax Assistant Commissioner ..	1	
Co-operation	Assistant Registrars ...	3	
	Total ..	31	

The non-Civil Service posts have been created in order to afford scope to subordinates proved merit combined with initiative and enthusiasm for work to rise to positions of st and responsibility in their own departments. The pay of such officers will ordinarily he same as for civilians doing the same class of work except in the case of the Income-d Excise Departments and the Department of Co-operation. The pay of the six l non-Civil Service appointments in these Departments will be fixed at —25—450 while the pay of the remaining twenty-five appointments in the above will be fixed at Rs. 250-25-450 as in the case of Assistant Commissioners in the vice, with the proviso that one post in the Revenue Department and one in the rry a pay of Rs. 500—50—600 as indicated in paragraphs 8 and 12 *supra*.

hods of Recruitment to the Civil Service.—The existing methods of recruit- etition, nomination and promotion from subordinate grades. In regard to f candidates by competition the present rules do not require any change.

The examination will be confined to candidates who are subjects of His Highness the Maharaja by birth or domicile. The system of nomination will also continue and be combined with the scheme of promotion from subordinate grades. Nominations will be made by His Highness the Maharaja, both of persons not already in the service and of specially qualified officers of subordinate ranks in the several departments who are graduates. With a view to ensure that the Civil Service may be a homogeneous group consisting of men with similar outlook and training with the prospect of rising to the highest administrative posts, no one who is above 32 years of age will be admitted to the Civil Service by nomination; and all persons so nominated whether from the subordinate ranks or otherwise shall be first enrolled as Probationary Assistant Commissioners as in the case of those recruited by competition. The scheme of selection of officers from the subordinate ranks for admission to the Civil Service by nomination will be independent of the system of promotion from these ranks to the several non-Civil Service posts now created.

23. As regards the examinations to be passed by the Gazetted Officers, both Civil Service and non-Civil Service, the following changes in the existing rules are ordered:—

No Probationary Assistant Commissioner in the Civil Service will be confirmed as Assistant Commissioner until he has passed the Revenue Higher, Criminal Higher and Accounts Lower tests and every Assistant Commissioner will be required to pass the Civil (parts I and II) examination before he is given his first increment. The existing rules regarding the training of Probationary Assistant Commissioners will continue without alteration. Officers posted to the Accounts Department will further be required to pass the examinations of the Indian Finance Department prescribed by the Government of India for Gazetted Officers. As regards the non-Civil Service gazetted posts the qualifying tests for the several departments will be as follows:—

General and Revenue Secretariat	Revenue Higher, Criminal Higher, Accounts Lower,
Revenue	Revenue Higher, Criminal Higher, Accounts Lower,
Excise	Criminal Higher, Accounts Lower, Excise,
Survey	Revenue Higher, Accounts Lower,
Police	Criminal Higher,
Accounts	Accounts Higher, Government of India Examination for Gazetted Officers of the Accounts Department.
Income-tax	Accounts Lower, Income-tax.
Co-operation	Civil Part II, Accounts Lower.

Government may for special reasons exempt an officer of the subordinate ranks considered otherwise fit for promotion to non-gazetted civil service posts from passing any of the above tests.

24 As the Civil Service will continue to furnish a proportion of the officers required in the several departments, such as, Police, Survey, Accounts, etc., it becomes necessary to lay down some rules to regulate their employment in those departments. On the one hand, it is necessary to avoid premature specialisation and on the other it is desirable that officers posted to special departments should be kept in them sufficiently long to pick up experience and be of real use there though not so long as to render impossible their re-transfer to the general line. The Government will have the option of posting a Civilian to any Civil Service post in any of these departments, but no Assistant Commissioner will ordinarily be posted for duty outside the Revenue department until he has put in two years' service after confirmation in the Revenue department or as a Special Magistrate. This rule will not however apply to the case of an Assistant Commissioner deputed for training in the Accounts Department and a Civilian who has undergone training in that department, may be appointed Assistant Comptroller without having served in the Revenue Department or as Special Magistrate. Every Officer thus drafted to a special department shall ordinarily remain in such department for not more than [illegible] exclusive of the period of training.

Rules & A.—Government have now reviewed the entire position and the principles of their future policy. The effect of the above decisions will be to

No. DATED SEPTEMBER 1924.

make the Civil Service a *Corps d'elite* for general administrative work, to confine recruitment to the best men available, to make the several other departments practically self-contained by providing adequate prospects for the subordinate officers in them and to place all men admitted to the Civil Service cadre, however recruited, on a uniform footing as regards pay and prospects. There is now no need to maintain two separate lists of Assistant Commissioners and the A and B schedules will accordingly be amalgamated into one list in future.

26. There now remains the case of officers given the rank and status of Assistant Commissioners. The phrase really means nothing more than that the officers are given a gazetted rank,—an object which can be achieved without constituting them into a separate class. The system of placing them in a separate class of their own is not based on any sound principle and it will be accordingly abolished, all the officers now borne on that list being treated as gazetted officers in their respective departments, the nature of their tenure (Permanent or temporary) and their pay being regulated by the existing orders in each case.

K. MATTHAN.
Chief Secretary to Government.

To—The Heads of Departments.
The Secretaries to Government.
The Deputy Commissioners of Districts.
PRESS TABLE.

Exd.—P. S. R. N.

W D 611—GPB—475—19-9-24

Government of His Highness the Maharaja of Mysore.

GENERAL AND REVENUE DEPARTMENTS.

G. O. No. 757-807—C. B. 210-23-1, dated 22nd September 1924.

Mysore Civil Service.

Issues revised rules regarding the —— and creates a non-Civil Service Cadre of Gazetted appointments for certain Departments.

READ—

1. Government Order No. G. 3528-75—G. M. 232-12-1, dated the 6th January 1913, issuing revised rules for the Mysore Civil Service.

2. Government Order No. Finl. 4613-52—G. F. 92-17-3, dated the 26th February 1918 and No. Finl. 6491-504—G. F. 113-17-2, dated the 3rd May 1918, sanctioning a reorganisation of the Comptroller's Office and reserving three posts of Assistant Comptrollers for recruitment from the subordinate ranks of the Accounts Department.

3. Government Order No. 11053-63—Cts. 247-18-1, dated the 17th November 1919, laying down rules for the recruitment of Special Magistrates under the scheme for the separation of judicial and executive functions.

4. Government Order No. O. 788-95—Cash 29-21-1, dated 27th September 1921, directing that two appointments of subordinate Secretariat Officers be reserved for Superintendents of the General and Revenue Secretariat, these posts being excluded from the Civil Service Cadre.

5. Government Order No. 5836-54—C. B. 194-21-1, dated 21st March 1922, fixing the cadre of Assistant Commissioners at 76, and subsequent orders making further reductions in the Cadre.

6. Government Order No. L. 4769-73—C. S. 37-22-2, dated 6th January 1923, fixing the number of Assistant Registrars of Co-operative Societies at four and their pay at Rs. 250—$\frac{50}{3}$—450.

7. Government Order No. Fl. 3526-36—I. T. 10-22-3, dated 6th February 1923, sanctioning the appointment of an Assistant Commissioner of Income Tax on a salary of Rs. 450 per mensem.

8. Government Order No. 17-61—C. B. 98-18-3, dated 3rd July 1923, fixing the pay of Assistant Commissioners at Rs. 250—$\frac{25}{1}$—450.

ORDER No. 757-807—C. B. 210-23-1, DATED 22ND SEPTEMBER 1924.

Questions relating to the organisation of the Mysore Civil Service have been under the consideration of Government for some time past. The Civil Service rules as they now stand were issued more than eleven years ago, and during this period several orders affecting the strength, composition and prospects of this service have been passed, calling for a examination of the rules and their modification in important respects.

2. Under the original Civil Service Rules issued in the year 1891, the Mysore Civil ce consisted of Officers holding the following appointments:—

Assistant Commissioners including those attached to the Secretariat, as well as those who may be lent to the Survey, Police or other Departments;
Sub-Division Officers (Revenue);
Town Magistrates;
Sub-Judges and Registrar, Chief Court;
Deputy Commissioners;
District Judges;
Under Secretary; and
Chief Secretary.

No. 757-807—C. B. 210-23-1, DATED 22ND SEPTEMBER 1924.

The rules provided for future admissions being made by selection of candidates through a competitive examination open to all India, as well as by nomination, the candidates thus selected being enrolled as Probationary Assistant Commissioners and confirmed as Assistant Commissioners after undergoing certain departmental and other tests during the period of probation. No distinction was made between the executive and the judicial branches, both of which, on the analogy of the Indian Civil Service rules, were open to Assistant Commissioners, and the cadre of the Civil Service "was fixed with reference to the requirements of the general executive and judicial service and the headquarter offices and loan to Survey and Police Departments." Subsequently, in the year 1894, a separate grade of Extra Assistant Commissioners on salaries on a lower scale was created to meet the cases of officers of the general line who, though not qualified to be admitted to or retained in the Civil Service, had rendered in the subordinate grades meritorious service deserving of recognition. A grade of Senior Assistant Commissioners was also created in lieu of that of Sub-Division Officers which was abolished. No substantial modification was made in these rules till 1906 when, (1) the minimum period in which an Assistant Commissioner could rise to the first class was raised from six to ten years, (this was subsequently further raised to fourteen years) ; (2) but at the same time candidates recruited by competition (A Schedule) were given a more favourable scale of increment than that for candidates entering service by nomination or by promotion from the lower ranks (B Schedule); (3) the grade of Extra Assistant Commissioners was abolished; and (4) appointments in the Excise, Survey, Police and Accounts Departments were also brought within the scope of the Civil Service. The Civil Service scheme again came under revision in 1912 and 1913 and in the result the appointments of Subordinate Judges were removed from the Civil Service cadre, every alternate vacancy among them being, however, declared open to Assistant Commissioners, and recruitment to the Civil Service was confined to natives of Mysore.

3. During the eleven years that have elapsed since the rules were last revised, there have been further important changes. The disparity between the two Schedules in the matter of promotion was completely removed and the prospects of both classes of officers equalised by fixing the same period of 14 years (inclusive of the period of probation) for rising to the first class. The scheme of separation of judicial and executive functions was introduced in 1918 and magisterial appointments have been thrown open to the members of the civil judicial service and to the members of the bar as well as to the Civil Service. In 1920, the rule throwing open alternate vacancies among Subordinate Ju to the members of the Civil Service was abrogated. The retrenchment orders iss during the years 1921 and 1922 have affected the strength of the gazetted staff in the sev Departments manned by the Civil Service. Recently all Assistant Commissioners were hitherto in five classes on Rs. 250, 300, 350, 400 and 450, rising from class to c after three years' approved service, have been placed in one class on Rs. 250 risin Rs. 450 by annual increments of Rs. 25, thereby reducing the time taken to reach the f class from 14 to 10 years inclusive of the period of probation.

4. According to the orders now in force, the scale of appointments of Assistant Co missioners in the Mysore Civil Service (including Senior Assistant Commissioners) is and these are mainly distributed between the General Administration and the Reven Excise, Survey, Police, Magisterial and Accounts Departments. Owing to a large propor tion of these officers being drafted for special appointments, a correspondingly large num ber of acting appointments have been made and there are at present as many as 24 men who are classed as provisionally permanent, *sub pro tem* or acting, some of whom have been in the Assistant Commissioner's grade but without confirmation for more than five years. Further, besides the permanent and acting Assistant Commissioners, a special class of officers has been constituted who have been given the rank and status of Assistant Commissioners but without the incremental scale of pay of Assistant Commissioners.

5. The present state of affairs is unsatisfactory in several respects. The ama tion of the departmental cadres, which was effected in 1906 has affected to some exte homogeneity of the Civil Service and led to difficulties in allocating officers to its s branches. Junior officers are frequently transferred from one department to anothe the result that there is lack of continuity in training and in the exercise of responsi and consequently difficulty is experienced in selecting suitable candidates for th administrative appointments when they fall vacant. The Heads of some of the Departments have from time to time urged the necessity of making those departme contained, and dissociating them from the Civil Service. It is no doubt a fact present practice of including all superior appointments in the Civil Service affords no scope for advancement to deserving officers in the subordinate ranks of the departments.

6. Government have carefully considered this important question in all its aspects and are of opinion that it is necessary to form a non-Civil Service cadre (as has already been done in the case of the General and Revenue Secretariat and the Accounts Department) and thus give adequate opportunities to deserving subordinates of each department to rise to higher positions in them. Under the scheme, the function of the Civil Service should be to provide a trained staff for general administrative work and to maintain a high standard of efficiency in all departments. Instead of being a mere combination of several cadres, the Civil Service will in future consist mainly of officers in the General Administration and in the Revenue Department and a few posts only in the other departments will be included in the Civil Service cadre to keep up the tone of those departments at a high level as well as to afford scope for varied training to civilian officers.

7. Applying these principles and taking into consideration the requirements of the main allied departments of administration, Government are now pleased to re-distribute the gazetted posts in the several departments and fix the Civil Service cadre as follows:—

8. *Revenue Department*.—The gazetted staff of the Revenue Department will mainly consist of Civil Service officers. In order, however, to provide for promotion to members of the subordinate ranks who have rendered long and meritorious service deserving of recognition but who are ineligible for admission to the Civil Service, a few posts in the Gazetted ranks will be reserved for them. These will be outside the cadre of the Civil Service and the incumbents will not be styled "Assistant Commissioners" but will be known as Sub-Division Officers or District Treasury Officers according to the charge they hold. Nine such posts will be thus reserved. One of these nine appointments will carry the pay of a Senior Assistant Commissioner, provided that an officer who has reached the maximum pay of an Assistant Commissioner is available for promotion to this grade. The number of appointments in the Revenue Department now held by Assistant Commissioners is 27. Excluding nine posts reserved for non-Civil Service Officers, the number of appointments to be held by Assistant Commissioners of the Civil Service will be 18. The appointments of Deputy Commissioners are under existing orders included in the cadre of the Civil Service. The appointment of Revenue Commissioner will also be now included in the cadre.

9. *General Administration*.—The appointments of Registrar of the General and Revenue Secretariat and of one Assistant Secretary to Government will be open to the ministerial staff of the Secretariat. Of the remaining 6 appointments of subordinate Secretariat officers, five (one Under Secretary and four Assistant Secretaries) will be reserved to the Civil Service. The remaining one place of Assistant Secretary will be filled by an officer of the Civil Service or of the Judicial or any other Department. It will be open to Government to appoint a non-Civil Service Assistant Comptroller as Assistant Secretary to Government against one of the posts of Assistant Secretaries reserved to the Civil Service. In such a case, his place in the Comptroller's office will be filled by an officer of the Civil Service. The appointments of Chief Secretary and Revenue Secretary to Government are included in the cadre of the Civil Service. The appointment of Local and Legislative Secretary will ordinarily be held by a Civilian but when an officer of the Judicial Department is appointed to that post, it will be competent to the Government to fill up the vacancy in the Judicial Department by the appointment of an officer of the Civil Service. The appointment of Assistant Private Secretary to His Highness the Maharaja is already included in the Civil Service Cadre. The appointment of Private Secretary to the Dewan which is now outside the cadre will also be now included.

10. *Excise Department*.—Out of 3 appointments now existing, *viz.*, the Headquarter Assistant to the Excise Commissioner and 2 District Excise Officers, one is held by an officer of the Civil Service, and two by men promoted from the subordinate ranks. The appointment of Headquarter Assistant to the Excise Commissioner (who is also Assistant to the Income-tax Commissioner and Inspector-General of Registration) will continue as a Civil Service post. When the scheme of judicial separation is introduced into all the districts, there will be no District Excise Officers under the existing orders. Government consider, however, that in the interests of the Excise administration of the large revenue yielding districts of Bangalore and Kolar, the Deputy Commissioners of these Districts should each have a separate gazetted Assistant for excise work. These officers will be placed outside the Civil Service cadre and will be recruited from the Department itself and this will provide an opening to the members of the subordinate executive staff of the Excise Department. The appointment of Excise Commissioner will also now be included in the cadre of the Civil Service.

11. *Survey and Settlement Department*.—Under the orders hitherto existing the number of appointments of Assistant Superintendents is five, plus one temporary. There are also Sub-Assistant Superintendents (two permanent and two temporary) besides an Office Assistant. All appointments of Assistant Superintendents are included in the Civil Service cadre. Actually, however, two of the gazetted appointments are held by officers

who have been only given the rank and status of Assistant Commissioners. Recently, owing to retrenchments in the Department the number of Assistant Superintendents has been reduced by two. There has also been a reduction in the number of Sub-Assistant Superintendents by two. The number of subordinate gazetted officers now required for the Department, excluding the Office Assistant, is six. The total number of officers of the Department exclusive of the Superintendent and Deputy Superintendent will accordingly be fixed at seven, *viz.*, six posts of Assistant Superintendents and one of Sub-Assistant Superintendent Of the six Assistant Superintendents' posts, three will be held by civilians and three by men promoted in the Department. The appointment of Deputy Superintendent of Revenue Survey will be open to officers of the Civil Service as well as to the non-civilian Assistant Superintendents of the Department.

The appointment of Superintendent may similarly be filled either by an officer of the Civil Service or by the promotion of the Deputy Superintendent, although he may not belong to the Civil Service.

12. *Police Department.*—Exclusive of the Superintendent of the Kolar Gold Fields, there are ten officers in the grade of Superintendents of Police (including the Head-quarter Assistant to the Inspector-General). There are, in addition, seven Assistant Superintendents of Police. All the appointments of Superintendents of Police (except that of the Superintendent of Police, Kolar Gold Fields) are now Civil Service appointments. With a view to provide adequate openings for the subordinate ranks of this important service, Government are pleased to direct that only four posts of Superintendents of Police be reserved for the Civil Service and the remaining six posts placed on a non-Civil Service cadre. The post of Superintendent of Police of the Kolar Gold Fields will continue as a special appointment outside the regular cadre. The appointment of Inspector-General of Police will also be now included in the cadre of the Civil Service. The non-Civil Service appointments in the Department will consist of six posts of Superintendents (excluding the Superintendent, Kolar Gold Fields) and seven posts of Assistant Superintendents. Of the six non-civilian Superintendents' appointments, one will be designated "Senior Superintendent of Police" and will have the same scale of pay as Senior Assistant Commissioner, provided an officer who has reached the maximum pay of Rs. 450 is available for promotion to this grade.

13. *Accounts Department.*—The number of appointments of Assistant Comptrollers is eight besides certain temporary appointments for deputation to other departments. Of these five are Civil Service appointments and the remaining three are open to the Accountant of the Comptroller's office. The amalgamation of the Accounts Department with the general Civil Service and the reservation of the bulk of the appointments of Assistan Comptrollers to the Civil Service has not worked satisfactorily in practice. The Department requires special training extending over a long period and the transfer of the Civil Service Assistant Comptrollers, who are now holding the majority of the Assistant Comptrollers' posts, to the general service seriously affects the work of the Department. The Government now direct that the Accounts Department be constituted as a separate service and that only three places of Assistant Comptrollers be reserved to the Civil Service. As it is considered necessary to have always a junior civilian under training for the Accounts Department to take the place of Civilian Assistant Comptrollers reverting to the general line, one more post will be included in the cadre of Civil Service appointments in the Accounts Department to provide for such training. The posts of Deputy Comptroller and Auditor, Mysore Railways, will be open to civilian as well as non-civilian Assistant Comptrollers but one of these two posts will ordinarily be filled by a non-civilian. The post of Comptroller will similarly be open to officers of the Civil Service as well as to a non-Civil Service Deputy Comptroller or Auditor.

14. *Judicial Department.*—As regards appointments in the Civil Judicial line, as already indicated, when a District Judge or a Subordinate Judge is appointed as Local and Legislative Secretary a civilian possessing the requisite qualifications may be appointed as District Judge or Subordinate Judge. Government will also, in consultation with the Chief Court, arrange for the training of one junior civilian at a time, who is a graduate in Law, in Civil Judicial work by posting him as Munsiff for a period not exceeding three years. As regards the Magisterial branch, with a view to enable the officers of the Civil Service to obtain training in Magisterial work which is essential in order to fit them for higher administrative functions, four appointments of first grade Special Magistrates and four of second grade Magistrates will be reserved for the Civil Service.

15. *Municipal.*—Two posts of Chief Officers of the City Municipalities are now included in the cadre of the Civil Service. With the appointment of a Municipal Commissioner for the Bangalore City, the post of the Chief Officer has been virtually abolished. The appointment of Municipal Commissioner of the Bangalore City and of Chief Officer of the Mysore City Municipality will be open to but not included in the cadre of the Civil Service.

No. 757-807—C. B. 210-23-1, DATED 22ND SEPTEMBER 1924.

16. *Income-tax.*—The appointment of Deputy Commissioner of Income-tax will be included in the Civil Service cadre while the appointment of Income Tax Assistant Commissioner will be a non-Civil Service post reserved for officers of the Department with a view to afford an incentive to good and honest work among the Inspectors and Accountants of the Department.

17. *Co-operation.*—There are now four Assistant Registrars of Co-operative Societies, one of t eing a member of the Civil Service. This arrangement will be continued and one of Assistant Registrar will be included in the cadre of the Civil Service. The post of Registrar will ordinarily be held by a civilian, but will not be reserved to the Civil Service.

18. According to the orders contained in the preceding paragraphs the appointments to be reserved to members of the Civil Service in the several departments will be as follows:—

Department	No. of officers of the grade of Assistant Commissioners (including Senior Assistant Commissioners)	No. of Officers of grade higher than Assistant Commissioners
General Administration	1 Under Secretary	1 Chief Secretary
	4 Assistant Secretaries ..	1 Local and Legislative Secretary
	1 Private Secretary to Dewan ..	1 Revenue Secretary
		1 Assistant Private Secretary to His Highness the Maharaja †
Revenue	18 Assistant Commissioners ..	1 Revenue Commissioner
		8 Deputy Commissioners of Districts.
Excise	1 Head-quarter Assistant to the Excise Commissioner.	1 Excise Commissioner
Survey	3 Assistant Superintendents ..	
olice	4 Superintendents of Police ..	1 Inspector-General of Police
ccounts	3 Assistant Comptrollers ...	
	1 Assistant Commissioner under training.	
licial	4 First Grade Magistrates ..	
	4 Second do ...	
-operation	1 Assistant Registrar ...	
come Tax	....	1 Deputy Commissioner of Income Tax. †
Total ...	45	16 .....
Grand Total ...	61	... .

NOTES.—(1) It is open to Government to fill one of the four posts of Assistant Secretaries by the appointment of a non-civil Service Assistant Comptroller. In such case the place of Assistant Comptroller, thus vacated will be filled by an Assistant Commissioner.

(2) If one more place of Assistant Secretary which is open to Civilians as well as to officers of other Departments is filled by a Civilian this will come out of the reserve provided for below.

(3) †These posts are now held by officers above the grade of Assistant Commissioner, but they may also be held by Assistant Commissioners.

(4) The appointment of Revenue Secretary is included in the cadre of Deputy Commissioners.

(5) If the place of Local and Legislative Secretary is held by a District Judge or Subordinate Judge, one place of District Judge or Subordinate Judge may be held by a civilian.

(6) When a civilian is posted as Munsiff, this will come out of the reserve provided for below.

The reserve of two officers now provided in the cadre of Assistant Commissioners for mporary posts, deputations and leave, is found to be totally inadequate. Besides a large mber of officers of the Civil Service have been drafted for certain special appointments t included in the cadre of the Civil Service and this as well as the inadequacy of the serve has led to the creation of a large class of officers who act as Assistant Comers for long periods without any prospect of confirmation. With a view to make e provision in the cadre for officers on leave and deputation and for those employed

in special appointments not reserved to the Civil Service, the reserve will be fixed at eight and the total cadre of the Civil Service will accordingly include 69 officers. Whenever a temporary vacancy occurs in the Civil Service owing to the insufficiency of the reserve, or the deputation of men to special appointments in excess of the number provided in the cadre, an additional appointment outside the Civil Service may be made as against such a vacancy. No such appointment will be made when any member of the reserve is available.

19. The 45 posts of Assistant Commissioners will include nine appointme Senior Assistant Commissioners on a salary of Rs. 500 rising to Rs. 600 by annual increments of Rs. 50. These appointments will be filled, on the ground of seniority and merit, by promotion of Assistant Commissioners who have reached the maximum pay of Rs. 450. Acting promotions to this grade will however be open to Assistant Commissioners who have not reached the maximum pay of Rs. 450. The four posts of First Grade Magistrates and the post of Under Secretary will ordinarily be held by Senior Assistant Commissioners. The remaining officers in this grade may be posted to any of the charges reserved for Assistant Commissioners.

20. The following higher appointments will be open to members of the Civil Service but not reserved to that service:—

Financial Secretary to Government,
Comptroller to Government,
Auditor, Mysore Railways,
Survey Superintendent,
Deputy Superintendent, Revenue Survey
Registrar of Co-operative Societies,
Inspector-General of Education,
Director of Industries and Commerce,
Secretary to the Representative Assembly and the Legislative Council,
Municipal Commissioner, Bangalore City.

21. The following is a schedule of gazetted appointments that will ordinarily be filled by promotion from the subordinate ranks in the several Departments subject to rules to be made by Government for direct recruitment for any of the posts:—

General Administration ...	One Assistant Secretary and Registrar, General and Revenue Secretariat ...	2	
Revenue	Sub-Division Officers and Treasury Officers ..	9	
Excise	District Excise Assistants ..	2	
Survey	Assistant Superintendents of Survey	3	(Besides one post of Sub-Assistan Superintendent.)
Police	Superintendents of Police ...	6	(Besides seven posts of Assistant Superintendents.)
			(Besides temporary appointments.)
Accounts	Assistant Comptrollers	5	
Income Tax	Income Tax Assistant Commissioner ..	1	
Co-operation	Assistant Registrars ...	3	
	Total ..	31	

The non-Civil Service posts have been created in order to afford scope to subordinates of proved merit combined with initiative and enthusiasm for work to rise to positions of trust and responsibility in their own departments. The pay of such officers will ordinarily be the same as for civilians doing the same class of work except in the case of the Income-tax and Excise Departments and the Department of Co-operation. The pay of the six gazetted non-Civil Service appointments in these Departments will be fixed at Rs. 200—25—450 while the pay of the remaining twenty-five appointments in the above schedule will be fixed at Rs. 250-25-450 as in the case of Assistant Commissioners in the Civil Service, with the proviso that one post in the Revenue Department and one in the Police may carry a pay of Rs. 500—50—600 as indicated in paragraphs 8 and 12 *supra*.

22. *Methods of Recruitment to the Civil Service.*—The existing methods of recruitment are competition, nomination and promotion from subordinate grades. In regard to the admission of candidates by competition the present rules do not require any change. The examination will be confined to candidates who are subjects of His Highness the Maharaja by birth or domicile. The system of nomination will also continue and be

combined with the scheme of promotion from subordinate grades. Nominations will be made by His Highness the Maharaja, both of persons not already in the service and of specially qualified officers of subordinate ranks in the several departments who are graduates. With a view to ensure that the Civil Service may be a homogeneous group consisting of men with similar outlook and training with the prospect of rising to the highest administrative posts, no one who is above 32 years of age will be admitted to the Civil Service by nomination; and all persons so nominated whether from the subordinate ranks or otherwise shall be first enrolled as Probationary Assistant Commissioners as in the case of those recruited by competition. The scheme of selection of officers from the subordinate ranks for admission to the Civil Service by nomination will be independent of the system of promotion from these ranks to the several non-Civil Service posts now created.

23. As regards the examinations to be passed by the Gazetted Officers, both Civil Service and non-Civil Service, the following changes in the existing rules are ordered:—

No Probationary Assistant Commissioner in the Civil Service will be confirmed as Assistant Commissioner until he has passed the Revenue Higher, Criminal Higher and Accounts Lower tests and every Assistant Commissioner will be required to pass the Civil (parts I and II) examination before he is given his first increment. The existing rules regarding the training of Probationary Assistant Commissioners will continue without alteration. Officers posted to the Accounts Department will further be required to pass he examinations of the Indian Finance Department prescribed by the Government of ndia for Gazetted Officers. As regards the non-Civil Service gazetted posts the qualify-ing tests for the several departments will be as follows:—

General and Revenue Secretariat	Revenue Higher, Criminal Higher, Accounts Lower,
Revenue	Revenue Higher, Criminal Higher, Accounts Lower,
Excise	Criminal Higher, Accounts Lower, Excise,
Survey	Revenue Higher, Accounts Lower,
Police	Criminal Higher, Accounts Higher, Government of India Examination for Gazetted Officers of the Accounts Department,
Accounts	Accounts Lower, Income Tax.
Income Tax	Civil Part II, Accounts Lower.
Co-operation	

Government may for special reasons exempt an officer of the subordinate ranks considered otherwise fit for promotion to non-gazetted civil service posts from passing any of the above tests.

24. As the Civil Service will continue to furnish a proportion of the officers required in the several departments, such as, Police, Survey, Accounts, etc., t becomes necessary to lay down some rules to regulate their employment in those departments. On the one hand, it is necessary to avoid premature specialisation and on the other it is desirable that officers posted to special departments should be kept in them sufficiently long to pick up experience and be of real use there though not so long as to render impossible their re-transfer to the general line. The Government will have the option of posting a Civilian to any Civil Service post in any of these departments, but no Assistant Commissioner will ordinarily be posted for duty outside the Revenue department until e has put in two years' service after confirmation in the Revenue department or as a pecial Magistrate. This rule will not however apply to the case of an Assistant Comissioner deputed for training in the Accounts Department and a Civilian who has under-one training in that department, may be appointed Assistant Comptroller without having orked in the Revenue Department or as Special Magistrate. Every Officer thus drafted a special department shall ordinarily remain in such department for not more than ur years, exclusive of the period of training.

25. *Schedules A and B.*—Government have now reviewed the entire position and licated the lines of their future policy. The effect of the above decisions will be to ke the Civil Service a *Corps d'elite* for general administrative work, to confine recruit-nt to the best men available, to make the several other departments practically self-

contained by providing adequate prospects for the subordinate officers in them and to place all men admitted to the Civil Service cadre, however recruited, on a uniform footing as regards pay and prospects. There is now no need to maintain two separate lists of Assistant Commissioners and the A and B schedules will accordingly be amalgamated into one list in future.

26. There now remains the case of officers given the rank and status of Assistant Commissioners. The phrase really means nothing more than that the officers are given a gazetted rank,—an object which can be achieved without constituting them into a separate class. The system of placing them in a separate class of their own is not based on any sound principle and it will be accordingly abolished, all the officers now borne on that list being treated as gazetted officers in their respective departments, the nature of their tenure (permanent or temporary) and their pay being regulated by the existing orders in each case.

K. MATTHAN,
Chief Secretary to Government.

To—The Heads of Departments.
The Secretaries to Government.
The Deputy Commissioners of Districts.
PRESS TABLE.

Exd.—P. S. R. N.

WD 611—GPB—2,005—24-9-24